



# Professional Staff by Type of Degree and Years of Experience Maryland Public Schools October 2011

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**Professional Staff by Type of Degree and Years of Experience  
Maryland Public Schools  
October 2011**

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## Introduction

This report presents information on the types of degrees and years of experience of central office and school-level professional personnel in Maryland local education agencies (LEAs) as of October 14, 2011. This report replaces the "*Characteristics of Professional Staff*" report which only included selected certified staff. These data were submitted by LEAs on the Annual Staff Report which includes all employees except those paid on an hourly basis, daily substitutes, and special contractual employees.

Staff members are classified on the basis of their work assignments. These classifications correspond with position codes listed in the *Staff Reporting System, Specifications and Procedures Manual, Maryland Public Schools, August 2011*. In creating this report, persons with split assignments were counted once in their primary assignment.

**Table 1**  
**Number and Percent of Professional Staff\* by Type of Degree**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2 - 3 Years College		High School or Fewer Than 2 Years College	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>76,734</b>	<b>1,358</b>	<b>1.8</b>	<b>15,409</b>	<b>20.1</b>	<b>28,720</b>	<b>37.4</b>	<b>12,534</b>	<b>16.3</b>	<b>17,069</b>	<b>22.2</b>	<b>464</b>	<b>0.6</b>	<b>1,180</b>	<b>1.5</b>
Allegany	848	7	0.8	73	8.6	535	63.1	132	15.6	81	9.6	6	0.7	14	1.7
Anne Arundel	6,771	106	1.6	886	13.1	3,016	44.5	1,189	17.6	1,425	21.0	26	0.4	123	1.8
Baltimore City	7,864	222	2.8	1,249	15.9	2,769	35.2	1,152	14.6	2,261	28.8	29	0.4	182	2.3
Baltimore	9,559	174	1.8	3,379	35.3	3,558	37.2	186	1.9	2,176	22.8	60	0.6	26	0.3
Calvert	1,415	29	2.0	161	11.4	646	45.7	0	0.0	524	37.0	23	1.6	32	2.3
Caroline	525	13	2.5	36	6.9	232	44.2	77	14.7	148	28.2	10	1.9	9	1.7
Carroll	2,499	21	0.8	580	23.2	718	28.7	559	22.4	550	22.0	37	1.5	34	1.4
Cecil	1,442	14	1.0	112	7.8	921	63.9	30	2.1	353	24.5	7	0.5	5	0.3
Charles	2,285	19	0.8	142	6.2	1,078	47.2	355	15.5	671	29.4	5	0.2	15	0.7
Dorchester	470	6	1.3	8	1.7	224	47.7	2	0.4	216	46.0	1	0.2	13	2.8
Frederick	3,446	32	0.9	1,335	38.7	732	21.2	632	18.3	671	19.5	17	0.5	27	0.8
Garrett	405	4	1.0	25	6.2	227	56.0	85	21.0	49	12.1	7	1.7	8	2.0
Harford	3,518	23	0.7	187	5.3	2,154	61.2	47	1.3	1,043	29.6	29	0.8	35	1.0
Howard	5,241	80	1.5	604	11.5	2,925	55.8	766	14.6	779	14.9	22	0.4	65	1.2
Kent	221	8	3.6	33	14.9	85	38.5	34	15.4	57	25.8	2	0.9	2	0.9
Montgomery	13,335	175	1.3	3,998	30.0	2,303	17.3	4,772	35.8	1,634	12.3	39	0.3	414	3.1
Prince George's	9,864	351	3.6	1,915	19.4	3,611	36.6	1,664	16.9	2,164	21.9	74	0.8	85	0.9
Queen Anne's	669	8	1.2	19	2.8	361	54.0	66	9.9	194	29.0	7	1.0	14	2.1
St. Mary's	1,397	13	0.9	2	0.1	711	50.9	4	0.3	624	44.7	23	1.6	20	1.4
SEED School	97	1	1.0	10	10.3	26	26.8	3	3.1	54	55.7	3	3.1	0	0.0
Somerset	315	1	0.3	11	3.5	122	38.7	23	7.3	148	47.0	6	1.9	4	1.3
Talbot	413	9	2.2	47	11.4	186	45.0	26	6.3	132	32.0	1	0.2	12	2.9
Washington	1,985	16	0.8	55	2.8	980	49.4	432	21.8	477	24.0	9	0.5	16	0.8
Wicomico	1,380	19	1.4	458	33.2	301	21.8	220	15.9	360	26.1	13	0.9	9	0.7
Worcester	770	7	0.9	84	10.9	299	38.8	78	10.1	278	36.1	8	1.0	16	2.1

\* Includes all positions reported in the following tables, as well as staff developers/teacher trainers, other instructional professionals, and health professionals.

**Table 2**  
**Number and Percent of Selected Professional Staff\* by Type of Degree**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2 - 3 Years College		High School or Fewer Than 2 Years College	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>2,637</b>	<b>200</b>	<b>7.6</b>	<b>794</b>	<b>30.1</b>	<b>1,069</b>	<b>40.5</b>	<b>134</b>	<b>5.1</b>	<b>328</b>	<b>12.4</b>	<b>35</b>	<b>1.3</b>	<b>77</b>	<b>2.9</b>
Allegany	45	2	4.4	9	20.0	21	46.7	3	6.7	5	11.1	2	4.4	3	6.7
Anne Arundel	167	16	9.6	19	11.4	96	57.5	5	3.0	18	10.8	6	3.6	7	4.2
Baltimore City	429	30	7.0	138	32.2	204	47.6	13	3.0	42	9.8	0	0.0	2	0.5
Baltimore	342	20	5.8	158	46.2	75	21.9	0	0.0	66	19.3	15	4.4	8	2.3
Calvert	60	5	8.3	7	11.7	35	58.3	0	0.0	9	15.0	1	1.7	3	5.0
Caroline	22	6	27.3	2	9.1	9	40.9	2	9.1	3	13.6	0	0.0	0	0.0
Carroll	91	7	7.7	40	44.0	28	30.8	6	6.6	8	8.8	0	0.0	2	2.2
Cecil	47	7	14.9	15	31.9	16	34.0	5	10.6	4	8.5	0	0.0	0	0.0
Charles	85	3	3.5	20	23.5	43	50.6	9	10.6	7	8.2	0	0.0	3	3.5
Dorchester	22	3	13.6	0	0.0	12	54.5	0	0.0	5	22.7	0	0.0	2	9.1
Frederick	113	3	2.7	50	44.2	36	31.9	1	0.9	11	9.7	3	2.7	9	8.0
Garrett	20	1	5.0	3	15.0	13	65.0	0	0.0	2	10.0	1	5.0	0	0.0
Harford	116	8	6.9	19	16.4	67	57.8	0	0.0	21	18.1	0	0.0	1	0.9
Howard	177	9	5.1	43	24.3	79	44.6	9	5.1	23	13.0	0	0.0	14	7.9
Kent	13	4	30.8	6	46.2	1	7.7	0	0.0	1	7.7	1	7.7	0	0.0
Montgomery	302	27	8.9	137	45.4	64	21.2	46	15.2	26	8.6	0	0.0	2	0.7
Prince George's	244	26	10.7	73	29.9	99	40.6	24	9.8	20	8.2	1	0.4	1	0.4
Queen Anne's	30	2	6.7	6	20.0	10	33.3	2	6.7	8	26.7	1	3.3	1	3.3
St. Mary's	64	4	6.3	0	0.0	42	65.6	0	0.0	12	18.8	2	3.1	4	6.3
SEED School	9	1	11.1	1	11.1	4	44.4	0	0.0	3	33.3	0	0.0	0	0.0
Somerset	19	1	5.3	0	0.0	16	84.2	0	0.0	2	10.5	0	0.0	0	0.0
Talbot	47	3	6.4	4	8.5	20	42.6	0	0.0	9	19.1	1	2.1	10	21.3
Washington	99	4	4.0	6	6.1	63	63.6	5	5.1	15	15.2	1	1.0	5	5.1
Wicomico	51	6	11.8	31	60.8	9	17.6	2	3.9	3	5.9	0	0.0	0	0.0
Worcester	23	2	8.7	7	30.4	7	30.4	2	8.7	5	21.7	0	0.0	0	0.0

\* Includes superintendents, deputy superintendents, associate/assistant superintendents, directors, coordinators, supervisors, other administrators, pupil personnel workers, and school social workers.

**Table 2a**  
**Number and Percent of Central Office Staff - Superintendents, Deputy Superintendents,**  
**Associate/Assistant Superintendents by Type of Degree**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2 - 3 Years College		High School or Fewer Than 2 Years College	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>145</b>	<b>41</b>	<b>28.3</b>	<b>29</b>	<b>20.0</b>	<b>62</b>	<b>42.8</b>	<b>1</b>	<b>0.7</b>	<b>11</b>	<b>7.6</b>	<b>0</b>	<b>0.0</b>	<b>1</b>	<b>0.7</b>
Allegany	5	1	20.0	1	20.0	2	40.0	0	0.0	1	20.0	0	0.0	0	0.0
Anne Arundel	14	5	35.7	0	0.0	9	64.3	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	27	6	22.2	3	11.1	17	63.0	0	0.0	1	3.7	0	0.0	0	0.0
Baltimore	11	4	36.4	4	36.4	2	18.2	0	0.0	1	9.1	0	0.0	0	0.0
Calvert	2	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	3	1	33.3	1	33.3	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0
Carroll	3	0	0.0	2	66.7	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Cecil	3	2	66.7	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Charles	5	0	0.0	1	20.0	4	80.0	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	3	1	33.3	0	0.0	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	9	1	11.1	3	33.3	3	33.3	0	0.0	2	22.2	0	0.0	0	0.0
Garrett	2	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	6	1	16.7	2	33.3	2	33.3	0	0.0	1	16.7	0	0.0	0	0.0
Howard	5	1	20.0	1	20.0	2	40.0	0	0.0	1	20.0	0	0.0	0	0.0
Kent	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	15	2	13.3	6	40.0	6	40.0	0	0.0	1	6.7	0	0.0	0	0.0
Prince George's	11	3	27.3	0	0.0	6	54.5	1	9.1	1	9.1	0	0.0	0	0.0
Queen Anne's	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
St. Mary's	3	1	33.3	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	1	33.3
SEED School	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	2	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	3	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Washington	4	1	25.0	0	0.0	2	50.0	0	0.0	1	25.0	0	0.0	0	0.0
Wicomico	3	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	3	1	33.3	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

**Table 2b**  
**Number and Percent of Administrative Office Staff - Directors, Coordinators,**  
**Supervisors, and Other Administrators by Type of Degree**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2 - 3 Years College		High School or Fewer Than 2 Years College	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>1,858</b>	<b>139</b>	<b>7.5</b>	<b>456</b>	<b>24.5</b>	<b>719</b>	<b>38.7</b>	<b>128</b>	<b>6.9</b>	<b>306</b>	<b>16.5</b>	<b>34</b>	<b>1.8</b>	<b>76</b>	<b>4.1</b>
Allegany	35	1	2.9	5	14.3	17	48.6	3	8.6	4	11.4	2	5.7	3	8.6
Anne Arundel	103	10	9.7	10	9.7	48	46.6	4	3.9	18	17.5	6	5.8	7	6.8
Baltimore City	202	18	8.9	49	24.3	82	40.6	12	5.9	39	19.3	0	0.0	2	1.0
Baltimore	240	13	5.4	88	36.7	54	22.5	0	0.0	62	25.8	15	6.3	8	3.3
Calvert	52	4	7.7	4	7.7	31	59.6	0	0.0	9	17.3	1	1.9	3	5.8
Caroline	18	5	27.8	1	5.6	8	44.4	2	11.1	2	11.1	0	0.0	0	0.0
Carroll	77	7	9.1	30	39.0	24	31.2	6	7.8	8	10.4	0	0.0	2	2.6
Cecil	39	5	12.8	11	28.2	14	35.9	5	12.8	4	10.3	0	0.0	0	0.0
Charles	56	2	3.6	11	19.6	24	42.9	9	16.1	7	12.5	0	0.0	3	5.4
Dorchester	16	1	6.3	0	0.0	9	56.3	0	0.0	4	25.0	0	0.0	2	12.5
Frederick	77	2	2.6	26	33.8	28	36.4	0	0.0	9	11.7	3	3.9	9	11.7
Garrett	14	1	7.1	0	0.0	10	71.4	0	0.0	2	14.3	1	7.1	0	0.0
Harford	101	6	5.9	16	15.8	58	57.4	0	0.0	20	19.8	0	0.0	1	1.0
Howard	152	8	5.3	35	23.0	64	42.1	9	5.9	22	14.5	0	0.0	14	9.2
Kent	11	3	27.3	5	45.5	1	9.1	0	0.0	1	9.1	1	9.1	0	0.0
Montgomery	226	22	9.7	78	34.5	55	24.3	44	19.5	25	11.1	0	0.0	2	0.9
Prince George's	182	19	10.4	44	24.2	76	41.8	23	12.6	18	9.9	1	0.5	1	0.5
Queen Anne's	25	1	4.0	5	20.0	9	36.0	2	8.0	6	24.0	1	4.0	1	4.0
St. Mary's	55	3	5.5	0	0.0	35	63.6	0	0.0	12	21.8	2	3.6	3	5.5
SEED School	8	0	0.0	1	12.5	4	50.0	0	0.0	3	37.5	0	0.0	0	0.0
Somerset	14	0	0.0	0	0.0	13	92.9	0	0.0	1	7.1	0	0.0	0	0.0
Talbot	30	1	3.3	3	10.0	8	26.7	0	0.0	8	26.7	0	0.0	10	33.3
Washington	71	3	4.2	5	7.0	38	53.5	5	7.0	14	19.7	1	1.4	5	7.0
Wicomico	37	3	8.1	24	64.9	5	13.5	2	5.4	3	8.1	0	0.0	0	0.0
Worcester	17	1	5.9	5	29.4	4	23.5	2	11.8	5	29.4	0	0.0	0	0.0



**Table 2c**  
**Number and Percent of Student Personnel - Pupil Personnel Workers and**  
**School Social Workers by Type of Degree**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2 - 3 Years College		High School or Fewer Than 2 Years College	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>634</b>	<b>20</b>	<b>3.2</b>	<b>309</b>	<b>48.7</b>	<b>288</b>	<b>45.4</b>	<b>5</b>	<b>0.8</b>	<b>11</b>	<b>1.7</b>	<b>1</b>	<b>0.2</b>	<b>0</b>	<b>0.0</b>
Allegany	5	0	0.0	3	60.0	2	40.0	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	50	1	2.0	9	18.0	39	78.0	1	2.0	0	0.0	0	0.0	0	0.0
Baltimore City	200	6	3.0	86	43.0	105	52.5	1	0.5	2	1.0	0	0.0	0	0.0
Baltimore	91	3	3.3	66	72.5	19	20.9	0	0.0	3	3.3	0	0.0	0	0.0
Calvert	6	0	0.0	3	50.0	3	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	11	0	0.0	8	72.7	3	27.3	0	0.0	0	0.0	0	0.0	0	0.0
Cecil	5	0	0.0	3	60.0	2	40.0	0	0.0	0	0.0	0	0.0	0	0.0
Charles	24	1	4.2	8	33.3	15	62.5	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	3	1	33.3	0	0.0	1	33.3	0	0.0	1	33.3	0	0.0	0	0.0
Frederick	27	0	0.0	21	77.8	5	18.5	1	3.7	0	0.0	0	0.0	0	0.0
Garrett	4	0	0.0	1	25.0	3	75.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	9	1	11.1	1	11.1	7	77.8	0	0.0	0	0.0	0	0.0	0	0.0
Howard	20	0	0.0	7	35.0	13	65.0	0	0.0	0	0.0	0	0.0	0	0.0
Kent	1	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	61	3	4.9	53	86.9	3	4.9	2	3.3	0	0.0	0	0.0	0	0.0
Prince George's	51	4	7.8	29	56.9	17	33.3	0	0.0	1	2.0	0	0.0	0	0.0
Queen Anne's	4	0	0.0	1	25.0	1	25.0	0	0.0	2	50.0	0	0.0	0	0.0
St. Mary's	6	0	0.0	0	0.0	6	100.0	0	0.0	0	0.0	0	0.0	0	0.0
SEED School	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	3	0	0.0	0	0.0	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0
Talbot	14	0	0.0	1	7.1	11	78.6	0	0.0	1	7.1	1	7.1	0	0.0
Washington	24	0	0.0	1	4.2	23	95.8	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	11	0	0.0	7	63.6	4	36.4	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	3	0	0.0	0	0.0	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0

**Table 3**  
**Number and Percent of School Principals by Type of Degree**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2 - 3 Years College		High School or Fewer Than 2 Years College	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>1,429</b>	<b>118</b>	<b>8.3</b>	<b>464</b>	<b>32.5</b>	<b>710</b>	<b>49.7</b>	<b>92</b>	<b>6.4</b>	<b>45</b>	<b>3.1</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Allegany	22	0	0.0	8	36.4	14	63.6	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	123	9	7.3	31	25.2	83	67.5	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	196	28	14.3	65	33.2	93	47.4	5	2.6	5	2.6	0	0.0	0	0.0
Baltimore	168	13	7.7	83	49.4	41	24.4	0	0.0	31	18.5	0	0.0	0	0.0
Calvert	25	4	16.0	0	0.0	20	80.0	0	0.0	1	4.0	0	0.0	0	0.0
Caroline	10	2	20.0	2	20.0	6	60.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	41	0	0.0	23	56.1	15	36.6	2	4.9	1	2.4	0	0.0	0	0.0
Cecil	29	1	3.4	10	34.5	18	62.1	0	0.0	0	0.0	0	0.0	0	0.0
Charles	35	0	0.0	9	25.7	26	74.3	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	14	1	7.1	2	14.3	11	78.6	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	62	2	3.2	40	64.5	20	32.3	0	0.0	0	0.0	0	0.0	0	0.0
Garrett	14	1	7.1	2	14.3	9	64.3	1	7.1	1	7.1	0	0.0	0	0.0
Harford	53	2	3.8	13	24.5	38	71.7	0	0.0	0	0.0	0	0.0	0	0.0
Howard	74	5	6.8	21	28.4	45	60.8	3	4.1	0	0.0	0	0.0	0	0.0
Kent	8	0	0.0	5	62.5	3	37.5	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	202	17	8.4	75	37.1	63	31.2	46	22.8	1	0.5	0	0.0	0	0.0
Prince George's	213	21	9.9	46	21.6	110	51.6	33	15.5	3	1.4	0	0.0	0	0.0
Queen Anne's	13	2	15.4	1	7.7	9	69.2	0	0.0	1	7.7	0	0.0	0	0.0
St. Mary's	25	0	0.0	0	0.0	25	100.0	0	0.0	0	0.0	0	0.0	0	0.0
SEED School	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	9	0	0.0	2	22.2	6	66.7	0	0.0	1	11.1	0	0.0	0	0.0
Talbot	8	2	25.0	1	12.5	5	62.5	0	0.0	0	0.0	0	0.0	0	0.0
Washington	44	5	11.4	1	2.3	36	81.8	2	4.5	0	0.0	0	0.0	0	0.0
Wicomico	26	1	3.8	20	76.9	5	19.2	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	14	2	14.3	4	28.6	8	57.1	0	0.0	0	0.0	0	0.0	0	0.0

**Table 4**  
**Number and Percent of School Assistant Principals\* by Type of Degree**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2 - 3 Years College		High School or Fewer Than 2 Years College	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>2,084</b>	<b>56</b>	<b>2.7</b>	<b>576</b>	<b>27.6</b>	<b>1,085</b>	<b>52.1</b>	<b>199</b>	<b>9.5</b>	<b>123</b>	<b>5.9</b>	<b>40</b>	<b>1.9</b>	<b>5</b>	<b>0.2</b>
Allegany	25	0	0.0	6	24.0	17	68.0	1	4.0	1	4.0	0	0.0	0	0.0
Anne Arundel	177	4	2.3	42	23.7	119	67.2	1	0.6	4	2.3	3	1.7	4	2.3
Baltimore City	277	6	2.2	105	37.9	135	48.7	23	8.3	8	2.9	0	0.0	0	0.0
Baltimore	271	1	0.4	58	21.4	102	37.6	0	0.0	75	27.7	35	12.9	0	0.0
Calvert	49	1	2.0	5	10.2	41	83.7	0	0.0	2	4.1	0	0.0	0	0.0
Caroline	11	0	0.0	4	36.4	7	63.6	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	57	1	1.8	19	33.3	28	49.1	6	10.5	3	5.3	0	0.0	0	0.0
Cecil	36	1	2.8	6	16.7	29	80.6	0	0.0	0	0.0	0	0.0	0	0.0
Charles	74	1	1.4	9	12.2	58	78.4	5	6.8	1	1.4	0	0.0	0	0.0
Dorchester	14	1	7.1	0	0.0	12	85.7	0	0.0	1	7.1	0	0.0	0	0.0
Frederick	90	4	4.4	46	51.1	37	41.1	1	1.1	1	1.1	0	0.0	1	1.1
Garrett	4	0	0.0	0	0.0	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	91	0	0.0	12	13.2	79	86.8	0	0.0	0	0.0	0	0.0	0	0.0
Howard	108	4	3.7	17	15.7	76	70.4	8	7.4	3	2.8	0	0.0	0	0.0
Kent	5	0	0.0	2	40.0	2	40.0	0	0.0	0	0.0	1	20.0	0	0.0
Montgomery	287	7	2.4	117	40.8	61	21.3	102	35.5	0	0.0	0	0.0	0	0.0
Prince George's	341	22	6.5	98	28.7	160	46.9	47	13.8	14	4.1	0	0.0	0	0.0
Queen Anne's	11	0	0.0	0	0.0	10	90.9	0	0.0	0	0.0	1	9.1	0	0.0
St. Mary's	43	0	0.0	0	0.0	37	86.0	0	0.0	6	14.0	0	0.0	0	0.0
SEED School	3	0	0.0	1	33.3	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	4	0	0.0	0	0.0	3	75.0	0	0.0	1	25.0	0	0.0	0	0.0
Talbot	10	1	10.0	2	20.0	7	70.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	47	0	0.0	1	2.1	41	87.2	4	8.5	1	2.1	0	0.0	0	0.0
Wicomico	33	2	6.1	23	69.7	7	21.2	0	0.0	1	3.0	0	0.0	0	0.0
Worcester	16	0	0.0	3	18.8	11	68.8	1	6.3	1	6.3	0	0.0	0	0.0

\* Includes other school-level administrators

**Table 5**  
**Number and Percent of Teachers by Type of Degree**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2 - 3 Years College		High School or Fewer Than 2 Years College	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>58,351</b>	<b>555</b>	<b>1.0</b>	<b>10,187</b>	<b>17.5</b>	<b>21,227</b>	<b>36.4</b>	<b>11,182</b>	<b>19.2</b>	<b>14,940</b>	<b>25.6</b>	<b>52</b>	<b>0.1</b>	<b>208</b>	<b>0.4</b>
Allegany	649	3	0.5	27	4.2	423	65.2	118	18.2	67	10.3	1	0.2	10	1.5
Anne Arundel	5,183	51	1.0	542	10.5	2,175	42.0	1,127	21.7	1,266	24.4	1	0.0	21	0.4
Baltimore City	5,548	86	1.6	645	11.6	1,789	32.2	998	18.0	1,988	35.8	14	0.3	28	0.5
Baltimore	7,362	42	0.6	2,434	33.1	2,938	39.9	164	2.2	1,784	24.2	0	0.0	0	0.0
Calvert	1,081	13	1.2	103	9.5	471	43.6	0	0.0	483	44.7	3	0.3	8	0.7
Caroline	416	3	0.7	18	4.3	177	42.5	72	17.3	138	33.2	3	0.7	5	1.2
Carroll	1,916	4	0.2	380	19.8	528	27.6	522	27.2	468	24.4	8	0.4	6	0.3
Cecil	1,154	4	0.3	60	5.2	755	65.4	0	0.0	328	28.4	3	0.3	4	0.3
Charles	1,723	6	0.3	43	2.5	706	41.0	320	18.6	644	37.4	0	0.0	4	0.2
Dorchester	377	0	0.0	3	0.8	159	42.2	2	0.5	204	54.1	0	0.0	9	2.4
Frederick	2,801	16	0.6	978	34.9	531	19.0	622	22.2	643	23.0	5	0.2	6	0.2
Garrett	323	1	0.3	15	4.6	177	54.8	82	25.4	40	12.4	1	0.3	7	2.2
Harford	2,769	9	0.3	107	3.9	1,646	59.4	46	1.7	946	34.2	0	0.0	15	0.5
Howard	3,783	33	0.9	361	9.5	2,075	54.9	678	17.9	636	16.8	0	0.0	0	0.0
Kent	173	1	0.6	15	8.7	65	37.6	34	19.7	56	32.4	0	0.0	2	1.2
Montgomery	9,956	64	0.6	2,646	26.6	1,699	17.1	4,146	41.6	1,359	13.7	1	0.0	41	0.4
Prince George's	7,816	196	2.5	1,367	17.5	2,844	36.4	1,496	19.1	1,907	24.4	0	0.0	6	0.1
Queen Anne's	490	3	0.6	9	1.8	256	52.2	52	10.6	164	33.5	2	0.4	4	0.8
St. Mary's	1,044	5	0.5	1	0.1	474	45.4	4	0.4	548	52.5	5	0.5	7	0.7
SEED School	29	0	0.0	3	10.3	12	41.4	2	6.9	12	41.4	0	0.0	0	0.0
Somerset	233	0	0.0	3	1.3	74	31.8	20	8.6	131	56.2	2	0.9	3	1.3
Talbot	309	2	0.6	33	10.7	132	42.7	25	8.1	115	37.2	0	0.0	2	0.6
Washington	1,541	5	0.3	26	1.7	671	43.5	383	24.9	449	29.1	1	0.1	6	0.4
Wicomico	1,084	7	0.6	324	29.9	226	20.8	207	19.1	315	29.1	0	0.0	5	0.5
Worcester	591	1	0.2	44	7.4	224	37.9	62	10.5	249	42.1	2	0.3	9	1.5

**Table 6**  
**Number and Percent of Therapists by Type of Degree**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2 - 3 Years College		High School or Fewer Than 2 Years College	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>2,023</b>	<b>74</b>	<b>3.7</b>	<b>659</b>	<b>32.6</b>	<b>1,012</b>	<b>50.0</b>	<b>98</b>	<b>4.8</b>	<b>168</b>	<b>8.3</b>	<b>9</b>	<b>0.4</b>	<b>3</b>	<b>0.1</b>
Allegany	20	1	5.0	4	20.0	13	65.0	2	10.0	0	0.0	0	0.0	0	0.0
Anne Arundel	223	2	0.9	4	1.8	170	76.2	1	0.4	45	20.2	0	0.0	1	0.4
Baltimore City	152	6	3.9	18	11.8	106	69.7	10	6.6	12	7.9	0	0.0	0	0.0
Baltimore	309	11	3.6	156	50.5	119	38.5	3	1.0	20	6.5	0	0.0	0	0.0
Calvert	34	3	8.8	7	20.6	18	52.9	0	0.0	4	11.8	0	0.0	2	5.9
Caroline	6	0	0.0	1	16.7	5	83.3	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	71	1	1.4	19	26.8	37	52.1	0	0.0	8	11.3	6	8.5	0	0.0
Cecil	27	0	0.0	2	7.4	20	74.1	0	0.0	5	18.5	0	0.0	0	0.0
Charles	33	1	3.0	5	15.2	23	69.7	2	6.1	2	6.1	0	0.0	0	0.0
Dorchester	3	0	0.0	0	0.0	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	79	1	1.3	42	53.2	36	45.6	0	0.0	0	0.0	0	0.0	0	0.0
Garrett	6	0	0.0	1	16.7	5	83.3	0	0.0	0	0.0	0	0.0	0	0.0
Harford	80	0	0.0	2	2.5	65	81.3	1	1.3	12	15.0	0	0.0	0	0.0
Howard	187	2	1.1	13	7.0	154	82.4	8	4.3	10	5.3	0	0.0	0	0.0
Kent	3	0	0.0	0	0.0	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	520	10	1.9	299	57.5	136	26.2	48	9.2	27	5.2	0	0.0	0	0.0
Prince George's	174	34	19.5	77	44.3	33	19.0	22	12.6	8	4.6	0	0.0	0	0.0
Queen Anne's	11	0	0.0	0	0.0	9	81.8	0	0.0	2	18.2	0	0.0	0	0.0
St. Mary's	20	1	5.0	1	5.0	11	55.0	0	0.0	7	35.0	0	0.0	0	0.0
SEED School	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	4	0	0.0	1	25.0	2	50.0	0	0.0	1	25.0	0	0.0	0	0.0
Talbot	5	0	0.0	1	20.0	4	80.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	30	0	0.0	0	0.0	25	83.3	0	0.0	2	6.7	3	10.0	0	0.0
Wicomico	12	0	0.0	3	25.0	7	58.3	1	8.3	1	8.3	0	0.0	0	0.0
Worcester	14	1	7.1	3	21.4	8	57.1	0	0.0	2	14.3	0	0.0	0	0.0

**Table 7**  
**Number and Percent of Librarians by Type of Degree**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2 - 3 Years College		High School or Fewer Than 2 Years College	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>1,165</b>	<b>11</b>	<b>0.9</b>	<b>439</b>	<b>37.7</b>	<b>551</b>	<b>47.3</b>	<b>115</b>	<b>9.9</b>	<b>49</b>	<b>4.2</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Allegany	22	0	0.0	4	18.2	11	50.0	6	27.3	1	4.5	0	0.0	0	0.0
Anne Arundel	122	1	0.8	39	32.0	72	59.0	10	8.2	0	0.0	0	0.0	0	0.0
Baltimore City	97	2	2.1	33	34.0	42	43.3	11	11.3	9	9.3	0	0.0	0	0.0
Baltimore	163	0	0.0	93	57.1	57	35.0	5	3.1	8	4.9	0	0.0	0	0.0
Calvert	23	1	4.3	12	52.2	9	39.1	0	0.0	1	4.3	0	0.0	0	0.0
Caroline	9	0	0.0	1	11.1	7	77.8	1	11.1	0	0.0	0	0.0	0	0.0
Carroll	39	0	0.0	13	33.3	21	53.8	4	10.3	1	2.6	0	0.0	0	0.0
Cecil	21	0	0.0	4	19.0	14	66.7	0	0.0	3	14.3	0	0.0	0	0.0
Charles	34	0	0.0	5	14.7	26	76.5	2	5.9	1	2.9	0	0.0	0	0.0
Dorchester	8	0	0.0	0	0.0	8	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	59	0	0.0	35	59.3	23	39.0	1	1.7	0	0.0	0	0.0	0	0.0
Garrett	2	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0
Harford	64	0	0.0	4	6.3	51	79.7	0	0.0	9	14.1	0	0.0	0	0.0
Howard	96	3	3.1	31	32.3	59	61.5	1	1.0	2	2.1	0	0.0	0	0.0
Kent	3	0	0.0	2	66.7	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	193	3	1.6	99	51.3	40	20.7	50	25.9	1	0.5	0	0.0	0	0.0
Prince George's	92	1	1.1	42	45.7	39	42.4	7	7.6	3	3.3	0	0.0	0	0.0
Queen Anne's	10	0	0.0	1	10.0	5	50.0	3	30.0	1	10.0	0	0.0	0	0.0
St. Mary's	27	0	0.0	0	0.0	21	77.8	0	0.0	6	22.2	0	0.0	0	0.0
SEED School	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	6	0	0.0	1	16.7	3	50.0	0	0.0	2	33.3	0	0.0	0	0.0
Talbot	6	0	0.0	1	16.7	4	66.7	1	16.7	0	0.0	0	0.0	0	0.0
Washington	42	0	0.0	6	14.3	29	69.0	7	16.7	0	0.0	0	0.0	0	0.0
Wicomico	15	0	0.0	8	53.3	5	33.3	1	6.7	1	6.7	0	0.0	0	0.0
Worcester	12	0	0.0	5	41.7	3	25.0	4	33.3	0	0.0	0	0.0	0	0.0

**Table 8**  
**Number and Percent of Guidance Counselors by Type of Degree**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2 - 3 Years College		High School or Fewer Than 2 Years College	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>2,389</b>	<b>38</b>	<b>1.6</b>	<b>1,010</b>	<b>42.3</b>	<b>1,215</b>	<b>50.9</b>	<b>96</b>	<b>4.0</b>	<b>30</b>	<b>1.3</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Allegany	27	0	0.0	5	18.5	22	81.5	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	213	5	2.3	116	54.5	92	43.2	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	130	1	0.8	47	36.2	76	58.5	2	1.5	4	3.1	0	0.0	0	0.0
Baltimore	296	2	0.7	189	63.9	94	31.8	11	3.7	0	0.0	0	0.0	0	0.0
Calvert	43	2	4.7	10	23.3	30	69.8	0	0.0	1	2.3	0	0.0	0	0.0
Caroline	17	1	5.9	2	11.8	14	82.4	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	89	1	1.1	52	58.4	36	40.4	0	0.0	0	0.0	0	0.0	0	0.0
Cecil	50	0	0.0	7	14.0	43	86.0	0	0.0	0	0.0	0	0.0	0	0.0
Charles	76	1	1.3	4	5.3	70	92.1	0	0.0	1	1.3	0	0.0	0	0.0
Dorchester	15	1	6.7	0	0.0	14	93.3	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	108	1	0.9	87	80.6	19	17.6	1	0.9	0	0.0	0	0.0	0	0.0
Garrett	11	0	0.0	2	18.2	9	81.8	0	0.0	0	0.0	0	0.0	0	0.0
Harford	103	0	0.0	8	7.8	94	91.3	0	0.0	1	1.0	0	0.0	0	0.0
Howard	148	1	0.7	28	18.9	119	80.4	0	0.0	0	0.0	0	0.0	0	0.0
Kent	10	0	0.0	3	30.0	7	70.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	472	6	1.3	301	63.8	104	22.0	59	12.5	2	0.4	0	0.0	0	0.0
Prince George's	344	13	3.8	107	31.1	192	55.8	16	4.7	16	4.7	0	0.0	0	0.0
Queen Anne's	20	0	0.0	0	0.0	20	100.0	0	0.0	0	0.0	0	0.0	0	0.0
St. Mary's	44	1	2.3	0	0.0	40	90.9	0	0.0	3	6.8	0	0.0	0	0.0
SEED School	3	0	0.0	1	33.3	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	9	0	0.0	1	11.1	8	88.9	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	16	0	0.0	4	25.0	12	75.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	57	0	0.0	6	10.5	51	89.5	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	67	1	1.5	24	35.8	34	50.7	6	9.0	2	3.0	0	0.0	0	0.0
Worcester	21	1	4.8	6	28.6	13	61.9	1	4.8	0	0.0	0	0.0	0	0.0

**Table 9**  
**Number and Percent of Psychological Personnel by Type of Degree**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2 - 3 Years College		High School or Fewer Than 2 Years College	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>744</b>	<b>171</b>	<b>23.0</b>	<b>351</b>	<b>47.2</b>	<b>205</b>	<b>27.6</b>	<b>7</b>	<b>0.9</b>	<b>10</b>	<b>1.3</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Allegany	7	1	14.3	5	71.4	1	14.3	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	69	15	21.7	10	14.5	44	63.8	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	141	34	24.1	58	41.1	44	31.2	1	0.7	4	2.8	0	0.0	0	0.0
Baltimore	90	43	47.8	43	47.8	4	4.4	0	0.0	0	0.0	0	0.0	0	0.0
Calvert	14	0	0.0	12	85.7	2	14.3	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	6	1	16.7	4	66.7	1	16.7	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	18	6	33.3	6	33.3	6	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Cecil	8	1	12.5	4	50.0	3	37.5	0	0.0	0	0.0	0	0.0	0	0.0
Charles	31	3	9.7	24	77.4	4	12.9	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	4	0	0.0	1	25.0	3	75.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	23	5	21.7	9	39.1	9	39.1	0	0.0	0	0.0	0	0.0	0	0.0
Garrett	3	1	33.3	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	32	1	3.1	13	40.6	18	56.3	0	0.0	0	0.0	0	0.0	0	0.0
Howard	66	14	21.2	20	30.3	24	36.4	3	4.5	5	7.6	0	0.0	0	0.0
Kent	3	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	96	21	21.9	70	72.9	3	3.1	2	2.1	0	0.0	0	0.0	0	0.0
Prince George's	90	20	22.2	51	56.7	17	18.9	1	1.1	1	1.1	0	0.0	0	0.0
Queen Anne's	6	1	16.7	1	16.7	4	66.7	0	0.0	0	0.0	0	0.0	0	0.0
St. Mary's	9	0	0.0	0	0.0	9	100.0	0	0.0	0	0.0	0	0.0	0	0.0
SEED School	1	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	3	0	0.0	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	2	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	10	0	0.0	3	30.0	7	70.0	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	8	1	12.5	6	75.0	1	12.5	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	4	0	0.0	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0



**Table 10**  
**Number and Percent of Professional Staff\* by Years of Experience**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	1 - 5 Years		6 - 10 Years		11 - 15 Years		16 - 20 Years		21 - 25 Years		26 - 30 Years		More than 30 Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>76,734</b>	<b>21,024</b>	<b>27.4</b>	<b>17,666</b>	<b>23.0</b>	<b>14,012</b>	<b>18.3</b>	<b>8,404</b>	<b>11.0</b>	<b>5,977</b>	<b>7.8</b>	<b>3,472</b>	<b>4.5</b>	<b>6,179</b>	<b>8.1</b>
Allegany	848	97	11.4	161	19.0	165	19.5	135	15.9	92	10.8	53	6.3	145	17.1
Anne Arundel	6,771	1,796	26.5	1,575	23.3	1,127	16.6	783	11.6	486	7.2	319	4.7	685	10.1
Baltimore City	7,864	2,513	32.0	1,679	21.4	1,484	18.9	679	8.6	484	6.2	246	3.1	779	9.9
Baltimore	9,559	3,345	35.0	2,367	24.8	1,725	18.0	876	9.2	576	6.0	223	2.3	447	4.7
Calvert	1,415	136	9.6	304	21.5	340	24.0	250	17.7	178	12.6	81	5.7	126	8.9
Caroline	525	140	26.7	103	19.6	82	15.6	53	10.1	47	9.0	43	8.2	57	10.9
Carroll	2,499	381	15.2	512	20.5	496	19.8	383	15.3	270	10.8	178	7.1	279	11.2
Cecil	1,442	460	31.9	396	27.5	230	16.0	99	6.9	95	6.6	65	4.5	97	6.7
Charles	2,285	737	32.3	476	20.8	326	14.3	190	8.3	198	8.7	120	5.3	238	10.4
Dorchester	470	152	32.3	98	20.9	66	14.0	39	8.3	34	7.2	16	3.4	65	13.8
Frederick	3,446	683	19.8	733	21.3	579	16.8	466	13.5	387	11.2	270	7.8	328	9.5
Garrett	405	50	12.3	62	15.3	74	18.3	68	16.8	50	12.3	52	12.8	49	12.1
Harford	3,518	817	23.2	768	21.8	697	19.8	514	14.6	284	8.1	148	4.2	290	8.2
Howard	5,241	1,186	22.6	1,195	22.8	1,003	19.1	677	12.9	504	9.6	307	5.9	369	7.0
Kent	221	77	34.8	32	14.5	30	13.6	27	12.2	23	10.4	16	7.2	16	7.2
Montgomery	13,335	2,845	21.3	2,949	22.1	2,739	20.5	1,711	12.8	1,183	8.9	743	5.6	1,165	8.7
Prince George's	9,864	3,814	38.7	2,730	27.7	1,574	16.0	699	7.1	525	5.3	183	1.9	339	3.4
Queen Anne's	669	159	23.8	138	20.6	132	19.7	80	12.0	61	9.1	36	5.4	63	9.4
St. Mary's	1,397	283	20.3	335	24.0	263	18.8	160	11.5	128	9.2	82	5.9	146	10.5
SEED School	97	54	55.7	25	25.8	10	10.3	5	5.2	1	1.0	0	0.0	2	2.1
Somerset	315	79	25.1	76	24.1	56	17.8	22	7.0	23	7.3	17	5.4	42	13.3
Talbot	413	106	25.7	92	22.3	80	19.4	33	8.0	32	7.7	30	7.3	40	9.7
Washington	1,985	603	30.4	418	21.1	341	17.2	182	9.2	126	6.3	123	6.2	192	9.7
Wicomico	1,380	380	27.5	294	21.3	255	18.5	173	12.5	109	7.9	64	4.6	105	7.6
Worcester	770	131	17.0	148	19.2	138	17.9	100	13.0	81	10.5	57	7.4	115	14.9

\* Includes all positions reported in the following tables, as well as staff developers/teacher trainers, other instructional professionals, and health professionals

**Table 11**  
**Number and Percent of Selected Professional Staff\* by Years of Experience**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	1 - 5 Years		6 - 10 Years		11 - 15 Years		16 - 20 Years		21 - 25 Years		26 - 30 Years		More than 30 Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>2,637</b>	<b>374</b>	<b>14.2</b>	<b>422</b>	<b>16.0</b>	<b>477</b>	<b>18.1</b>	<b>351</b>	<b>13.3</b>	<b>297</b>	<b>11.3</b>	<b>203</b>	<b>7.7</b>	<b>513</b>	<b>19.5</b>
Allegany	45	3	6.7	2	4.4	9	20.0	6	13.3	6	13.3	4	8.9	15	33.3
Anne Arundel	167	11	6.6	32	19.2	28	16.8	22	13.2	15	9.0	15	9.0	44	26.3
Baltimore City	429	36	8.4	84	19.6	138	32.2	54	12.6	32	7.5	18	4.2	67	15.6
Baltimore	342	179	52.3	111	32.5	35	10.2	13	3.8	2	0.6	1	0.3	1	0.3
Calvert	60	1	1.7	4	6.7	10	16.7	13	21.7	10	16.7	5	8.3	17	28.3
Caroline	22	1	4.5	2	9.1	0	0.0	3	13.6	3	13.6	4	18.2	9	40.9
Carroll	91	0	0.0	3	3.3	12	13.2	15	16.5	19	20.9	15	16.5	27	29.7
Cecil	47	4	8.5	8	17.0	11	23.4	5	10.6	2	4.3	3	6.4	14	29.8
Charles	85	1	1.2	9	10.6	12	14.1	7	8.2	14	16.5	9	10.6	33	38.8
Dorchester	22	5	22.7	2	9.1	6	27.3	2	9.1	4	18.2	0	0.0	3	13.6
Frederick	113	4	3.5	10	8.8	15	13.3	22	19.5	22	19.5	18	15.9	22	19.5
Garrett	20	2	10.0	3	15.0	3	15.0	2	10.0	3	15.0	1	5.0	6	30.0
Harford	116	5	4.3	14	12.1	20	17.2	25	21.6	10	8.6	5	4.3	37	31.9
Howard	177	17	9.6	32	18.1	28	15.8	24	13.6	34	19.2	10	5.6	32	18.1
Kent	13	3	23.1	1	7.7	1	7.7	1	7.7	4	30.8	2	15.4	1	7.7
Montgomery	302	19	6.3	26	8.6	48	15.9	43	14.2	40	13.2	39	12.9	87	28.8
Prince George's	244	44	18.0	35	14.3	47	19.3	39	16.0	35	14.3	16	6.6	28	11.5
Queen Anne's	30	2	6.7	1	3.3	9	30.0	5	16.7	2	6.7	1	3.3	10	33.3
St. Mary's	64	6	9.4	12	18.8	6	9.4	8	12.5	10	15.6	12	18.8	10	15.6
SEED School	9	2	22.2	3	33.3	1	11.1	2	22.2	0	0.0	0	0.0	1	11.1
Somerset	19	3	15.8	2	10.5	1	5.3	2	10.5	3	15.8	0	0.0	8	42.1
Talbot	47	5	10.6	6	12.8	10	21.3	3	6.4	9	19.1	8	17.0	6	12.8
Washington	99	12	12.1	16	16.2	17	17.2	17	17.2	9	9.1	11	11.1	17	17.2
Wicomico	51	9	17.6	2	3.9	8	15.7	14	27.5	9	17.6	1	2.0	8	15.7
Worcester	23	0	0.0	2	8.7	2	8.7	4	17.4	0	0.0	5	21.7	10	43.5

\* Includes superintendents, deputy superintendents, associate/assistant superintendents, directors, coordinators, supervisors, other administrators, pupil personnel workers, and school social workers

**Table 11a**  
**Number and Percent of Central Office Staff - Superintendents, Deputy Superintendents,**  
**Associate/Assistant Superintendents by Years of Experience**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	1 - 5 Years		6 - 10 Years		11 - 15 Years		16 - 20 Years		21 - 25 Years		26 - 30 Years		More than 30 Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>145</b>	<b>34</b>	<b>23.4</b>	<b>11</b>	<b>7.6</b>	<b>13</b>	<b>9.0</b>	<b>12</b>	<b>8.3</b>	<b>23</b>	<b>15.9</b>	<b>11</b>	<b>7.6</b>	<b>41</b>	<b>28.3</b>
Allegany	5	1	20.0	1	20.0	1	20.0	0	0.0	1	20.0	0	0.0	1	20.0
Anne Arundel	14	0	0.0	0	0.0	2	14.3	1	7.1	4	28.6	1	7.1	6	42.9
Baltimore City	27	7	25.9	5	18.5	7	25.9	1	3.7	3	11.1	1	3.7	3	11.1
Baltimore	11	8	72.7	2	18.2	0	0.0	1	9.1	0	0.0	0	0.0	0	0.0
Calvert	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0
Caroline	3	1	33.3	0	0.0	0	0.0	0	0.0	1	33.3	1	33.3	0	0.0
Carroll	3	0	0.0	0	0.0	0	0.0	1	33.3	1	33.3	0	0.0	1	33.3
Cecil	3	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	2	66.7
Charles	5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	5	100.0
Dorchester	3	2	66.7	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	9	0	0.0	0	0.0	0	0.0	2	22.2	4	44.4	2	22.2	1	11.1
Garrett	2	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0
Harford	6	1	16.7	1	16.7	1	16.7	0	0.0	0	0.0	0	0.0	3	50.0
Howard	5	0	0.0	0	0.0	1	20.0	0	0.0	3	60.0	1	20.0	0	0.0
Kent	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
Montgomery	15	2	13.3	0	0.0	0	0.0	1	6.7	4	26.7	1	6.7	7	46.7
Prince George's	11	8	72.7	0	0.0	0	0.0	2	18.2	0	0.0	1	9.1	0	0.0
Queen Anne's	1	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
St. Mary's	3	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	1	33.3	1	33.3
SEED School	1	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
Somerset	2	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0
Talbot	3	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	2	66.7
Washington	4	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	1	25.0	2	50.0
Wicomico	3	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7

**Table 11b**  
**Number and Percent of Administrative Office Staff - Directors, Coordinators,**  
**Supervisors, and Other Administrators by Years of Experience**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	1 - 5 Years		6 - 10 Years		11 - 15 Years		16 - 20 Years		21 - 25 Years		26 - 30 Years		More than 30 Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>1,858</b>	<b>275</b>	<b>14.8</b>	<b>295</b>	<b>15.9</b>	<b>293</b>	<b>15.8</b>	<b>233</b>	<b>12.5</b>	<b>212</b>	<b>11.4</b>	<b>159</b>	<b>8.6</b>	<b>391</b>	<b>21.0</b>
Allegany	35	1	2.9	1	2.9	7	20.0	5	14.3	4	11.4	4	11.4	13	37.1
Anne Arundel	103	7	6.8	17	16.5	13	12.6	16	15.5	9	8.7	9	8.7	32	31.1
Baltimore City	202	20	9.9	41	20.3	52	25.7	16	7.9	10	5.0	11	5.4	52	25.7
Baltimore	240	139	57.9	77	32.1	20	8.3	2	0.8	1	0.4	1	0.4	0	0.0
Calvert	52	1	1.9	3	5.8	7	13.5	13	25.0	9	17.3	5	9.6	14	26.9
Caroline	18	0	0.0	2	11.1	0	0.0	3	16.7	1	5.6	3	16.7	9	50.0
Carroll	77	0	0.0	2	2.6	6	7.8	13	16.9	16	20.8	15	19.5	25	32.5
Cecil	39	4	10.3	7	17.9	10	25.6	4	10.3	2	5.1	3	7.7	9	23.1
Charles	56	1	1.8	7	12.5	8	14.3	5	8.9	8	14.3	6	10.7	21	37.5
Dorchester	16	3	18.8	1	6.3	5	31.3	1	6.3	4	25.0	0	0.0	2	12.5
Frederick	77	4	5.2	8	10.4	10	13.0	15	19.5	14	18.2	10	13.0	16	20.8
Garrett	14	1	7.1	2	14.3	2	14.3	1	7.1	2	14.3	1	7.1	5	35.7
Harford	101	4	4.0	12	11.9	18	17.8	24	23.8	8	7.9	5	5.0	30	29.7
Howard	152	17	11.2	28	18.4	22	14.5	20	13.2	29	19.1	9	5.9	27	17.8
Kent	11	3	27.3	1	9.1	0	0.0	1	9.1	4	36.4	2	18.2	0	0.0
Montgomery	226	17	7.5	25	11.1	39	17.3	29	12.8	27	11.9	30	13.3	59	26.1
Prince George's	182	31	17.0	28	15.4	34	18.7	27	14.8	28	15.4	14	7.7	20	11.0
Queen Anne's	25	0	0.0	1	4.0	7	28.0	4	16.0	2	8.0	1	4.0	10	40.0
St. Mary's	55	6	10.9	10	18.2	5	9.1	6	10.9	10	18.2	10	18.2	8	14.5
SEED School	8	2	25.0	3	37.5	1	12.5	1	12.5	0	0.0	0	0.0	1	12.5
Somerset	14	1	7.1	0	0.0	1	7.1	2	14.3	3	21.4	0	0.0	7	50.0
Talbot	30	1	3.3	5	16.7	5	16.7	2	6.7	7	23.3	7	23.3	3	10.0
Washington	71	8	11.3	10	14.1	12	16.9	12	16.9	6	8.5	9	12.7	14	19.7
Wicomico	37	4	10.8	2	5.4	7	18.9	8	21.6	8	21.6	1	2.7	7	18.9
Worcester	17	0	0.0	2	11.8	2	11.8	3	17.6	0	0.0	3	17.6	7	41.2

**Table 11c**  
**Number and Percent of Student Personnel - Pupil Personnel Workers and**  
**School Social Workers by Years of Experience**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	1 - 5 Years		6 - 10 Years		11 - 15 Years		16 - 20 Years		21 - 25 Years		26 - 30 Years		More than 30 Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>634</b>	<b>65</b>	<b>10.3</b>	<b>116</b>	<b>18.3</b>	<b>171</b>	<b>27.0</b>	<b>106</b>	<b>16.7</b>	<b>62</b>	<b>9.8</b>	<b>33</b>	<b>5.2</b>	<b>81</b>	<b>12.8</b>
Allegany	5	1	20.0	0	0.0	1	20.0	1	20.0	1	20.0	0	0.0	1	20.0
Anne Arundel	50	4	8.0	15	30.0	13	26.0	5	10.0	2	4.0	5	10.0	6	12.0
Baltimore City	200	9	4.5	38	19.0	79	39.5	37	18.5	19	9.5	6	3.0	12	6.0
Baltimore	91	32	35.2	32	35.2	15	16.5	10	11.0	1	1.1	0	0.0	1	1.1
Calvert	6	0	0.0	1	16.7	3	50.0	0	0.0	1	16.7	0	0.0	1	16.7
Caroline	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Carroll	11	0	0.0	1	9.1	6	54.5	1	9.1	2	18.2	0	0.0	1	9.1
Cecil	5	0	0.0	1	20.0	1	20.0	0	0.0	0	0.0	0	0.0	3	60.0
Charles	24	0	0.0	2	8.3	4	16.7	2	8.3	6	25.0	3	12.5	7	29.2
Dorchester	3	0	0.0	0	0.0	1	33.3	1	33.3	0	0.0	0	0.0	1	33.3
Frederick	27	0	0.0	2	7.4	5	18.5	5	18.5	4	14.8	6	22.2	5	18.5
Garrett	4	1	25.0	1	25.0	1	25.0	1	25.0	0	0.0	0	0.0	0	0.0
Harford	9	0	0.0	1	11.1	1	11.1	1	11.1	2	22.2	0	0.0	4	44.4
Howard	20	0	0.0	4	20.0	5	25.0	4	20.0	2	10.0	0	0.0	5	25.0
Kent	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	61	0	0.0	1	1.6	9	14.8	13	21.3	9	14.8	8	13.1	21	34.4
Prince George's	51	5	9.8	7	13.7	13	25.5	10	19.6	7	13.7	1	2.0	8	15.7
Queen Anne's	4	2	50.0	0	0.0	2	50.0	0	0.0	0	0.0	0	0.0	0	0.0
St. Mary's	6	0	0.0	1	16.7	1	16.7	2	33.3	0	0.0	1	16.7	1	16.7
SEED School	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	3	1	33.3	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	14	4	28.6	1	7.1	5	35.7	1	7.1	1	7.1	1	7.1	1	7.1
Washington	24	4	16.7	6	25.0	4	16.7	5	20.8	3	12.5	1	4.2	1	4.2
Wicomico	11	2	18.2	0	0.0	1	9.1	6	54.5	1	9.1	0	0.0	1	9.1
Worcester	3	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	1	33.3	1	33.3

**Table 12**  
**Number and Percent of School Principals by Years of Experience**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	1 - 5 Years		6 - 10 Years		11 - 15 Years		16 - 20 Years		21 - 25 Years		26 - 30 Years		More than 30 Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>1,429</b>	<b>135</b>	<b>9.4</b>	<b>141</b>	<b>9.9</b>	<b>262</b>	<b>18.3</b>	<b>298</b>	<b>20.9</b>	<b>174</b>	<b>12.2</b>	<b>116</b>	<b>8.1</b>	<b>303</b>	<b>21.2</b>
Allegany	22	0	0.0	0	0.0	3	13.6	3	13.6	2	9.1	0	0.0	14	63.6
Anne Arundel	123	1	0.8	6	4.9	15	12.2	25	20.3	15	12.2	9	7.3	52	42.3
Baltimore City	196	5	2.6	40	20.4	56	28.6	35	17.9	18	9.2	7	3.6	35	17.9
Baltimore	168	89	53.0	46	27.4	24	14.3	9	5.4	0	0.0	0	0.0	0	0.0
Calvert	25	0	0.0	0	0.0	2	8.0	2	8.0	6	24.0	5	20.0	10	40.0
Caroline	10	0	0.0	0	0.0	3	30.0	1	10.0	2	20.0	0	0.0	4	40.0
Carroll	41	0	0.0	2	4.9	7	17.1	5	12.2	7	17.1	6	14.6	14	34.1
Cecil	29	2	6.9	1	3.4	6	20.7	6	20.7	3	10.3	5	17.2	6	20.7
Charles	35	0	0.0	0	0.0	2	5.7	10	28.6	13	37.1	6	17.1	4	11.4
Dorchester	14	1	7.1	1	7.1	1	7.1	4	28.6	1	7.1	3	21.4	3	21.4
Frederick	62	2	3.2	2	3.2	2	3.2	17	27.4	11	17.7	11	17.7	17	27.4
Garrett	14	0	0.0	1	7.1	7	50.0	3	21.4	1	7.1	2	14.3	0	0.0
Harford	53	0	0.0	1	1.9	7	13.2	16	30.2	6	11.3	6	11.3	17	32.1
Howard	74	0	0.0	2	2.7	7	9.5	21	28.4	14	18.9	9	12.2	21	28.4
Kent	8	1	12.5	0	0.0	2	25.0	4	50.0	0	0.0	0	0.0	1	12.5
Montgomery	202	0	0.0	2	1.0	35	17.3	55	27.2	28	13.9	21	10.4	61	30.2
Prince George's	213	27	12.7	32	15.0	50	23.5	46	21.6	31	14.6	10	4.7	17	8.0
Queen Anne's	13	1	7.7	0	0.0	2	15.4	3	23.1	1	7.7	1	7.7	5	38.5
St. Mary's	25	3	12.0	1	4.0	3	12.0	6	24.0	5	20.0	4	16.0	3	12.0
SEED School	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	9	0	0.0	1	11.1	2	22.2	1	11.1	1	11.1	0	0.0	4	44.4
Talbot	8	0	0.0	0	0.0	0	0.0	5	62.5	1	12.5	1	12.5	1	12.5
Washington	44	0	0.0	2	4.5	18	40.9	12	27.3	1	2.3	6	13.6	5	11.4
Wicomico	26	2	7.7	1	3.8	7	26.9	9	34.6	4	15.4	1	3.8	2	7.7
Worcester	14	0	0.0	0	0.0	1	7.1	0	0.0	3	21.4	3	21.4	7	50.0

**Table 13**  
**Number and Percent of School Assistant Principals\* by Years of Experience**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	1 - 5 Years		6 - 10 Years		11 - 15 Years		16 - 20 Years		21 - 25 Years		26 - 30 Years		More than 30 Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>2,084</b>	<b>235</b>	<b>11.3</b>	<b>398</b>	<b>19.1</b>	<b>541</b>	<b>26.0</b>	<b>366</b>	<b>17.6</b>	<b>176</b>	<b>8.4</b>	<b>112</b>	<b>5.4</b>	<b>256</b>	<b>12.3</b>
Allegany	25	0	0.0	0	0.0	9	36.0	7	28.0	2	8.0	3	12.0	4	16.0
Anne Arundel	177	2	1.1	48	27.1	45	25.4	20	11.3	12	6.8	8	4.5	42	23.7
Baltimore City	277	10	3.6	51	18.4	80	28.9	41	14.8	15	5.4	14	5.1	66	23.8
Baltimore	271	167	61.6	72	26.6	22	8.1	6	2.2	2	0.7	2	0.7	0	0.0
Calvert	49	0	0.0	5	10.2	17	34.7	12	24.5	4	8.2	4	8.2	7	14.3
Caroline	11	1	9.1	1	9.1	3	27.3	1	9.1	1	9.1	3	27.3	1	9.1
Carroll	57	0	0.0	2	3.5	18	31.6	15	26.3	7	12.3	4	7.0	11	19.3
Cecil	36	4	11.1	14	38.9	7	19.4	3	8.3	1	2.8	3	8.3	4	11.1
Charles	74	3	4.1	14	18.9	21	28.4	12	16.2	8	10.8	4	5.4	12	16.2
Dorchester	14	2	14.3	2	14.3	2	14.3	3	21.4	2	14.3	2	14.3	1	7.1
Frederick	90	2	2.2	13	14.4	23	25.6	24	26.7	10	11.1	7	7.8	11	12.2
Garrett	4	0	0.0	0	0.0	2	50.0	2	50.0	0	0.0	0	0.0	0	0.0
Harford	91	0	0.0	11	12.1	39	42.9	20	22.0	7	7.7	7	7.7	7	7.7
Howard	108	0	0.0	13	12.0	25	23.1	32	29.6	16	14.8	9	8.3	13	12.0
Kent	5	1	20.0	0	0.0	1	20.0	1	20.0	0	0.0	2	40.0	0	0.0
Montgomery	287	4	1.4	44	15.3	93	32.4	62	21.6	28	9.8	15	5.2	41	14.3
Prince George's	341	31	9.1	65	19.1	91	26.7	69	20.2	43	12.6	21	6.2	21	6.2
Queen Anne's	11	0	0.0	1	9.1	4	36.4	4	36.4	1	9.1	0	0.0	1	9.1
St. Mary's	43	2	4.7	9	20.9	11	25.6	11	25.6	4	9.3	1	2.3	5	11.6
SEED School	3	1	33.3	1	33.3	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	4	0	0.0	1	25.0	2	50.0	1	25.0	0	0.0	0	0.0	0	0.0
Talbot	10	0	0.0	2	20.0	3	30.0	3	30.0	2	20.0	0	0.0	0	0.0
Washington	47	3	6.4	18	38.3	11	23.4	6	12.8	4	8.5	0	0.0	5	10.6
Wicomico	33	2	6.1	11	33.3	7	21.2	6	18.2	5	15.2	1	3.0	1	3.0
Worcester	16	0	0.0	0	0.0	4	25.0	5	31.3	2	12.5	2	12.5	3	18.8

\* Includes other school-level administrators

**Table 14**  
**Number and Percent of Teachers by Years of Experience**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	1 - 5 Years		6 - 10 Years		11 - 15 Years		16 - 20 Years		21 - 25 Years		26 - 30 Years		More than 30 Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>58,351</b>	<b>17,855</b>	<b>30.6</b>	<b>14,176</b>	<b>24.3</b>	<b>10,245</b>	<b>17.6</b>	<b>5,822</b>	<b>10.0</b>	<b>4,137</b>	<b>7.1</b>	<b>2,319</b>	<b>4.0</b>	<b>3,797</b>	<b>6.5</b>
Allegany	649	86	13.3	141	21.7	127	19.6	93	14.3	76	11.7	37	5.7	89	13.7
Anne Arundel	5,183	1,555	30.0	1,278	24.7	859	16.6	577	11.1	329	6.3	210	4.1	375	7.2
Baltimore City	5,548	2,155	38.8	1,168	21.1	859	15.5	427	7.7	320	5.8	161	2.9	458	8.3
Baltimore	7,362	2,516	34.2	1,837	25.0	1,345	18.3	678	9.2	470	6.4	173	2.3	343	4.7
Calvert	1,081	107	9.9	253	23.4	271	25.1	184	17.0	140	13.0	56	5.2	70	6.5
Caroline	416	131	31.5	82	19.7	70	16.8	41	9.9	32	7.7	28	6.7	32	7.7
Carroll	1,916	340	17.7	453	23.6	389	20.3	264	13.8	171	8.9	120	6.3	179	9.3
Cecil	1,154	405	35.1	318	27.6	172	14.9	68	5.9	77	6.7	47	4.1	67	5.8
Charles	1,723	681	39.5	393	22.8	210	12.2	115	6.7	115	6.7	79	4.6	130	7.5
Dorchester	377	133	35.3	84	22.3	50	13.3	28	7.4	25	6.6	9	2.4	48	12.7
Frederick	2,801	648	23.1	641	22.9	468	16.7	350	12.5	281	10.0	187	6.7	226	8.1
Garrett	323	41	12.7	53	16.4	56	17.3	50	15.5	39	12.1	44	13.6	40	12.4
Harford	2,769	724	26.1	636	23.0	546	19.7	361	13.0	219	7.9	101	3.6	182	6.6
Howard	3,783	1,005	26.6	910	24.1	702	18.6	439	11.6	309	8.2	206	5.4	212	5.6
Kent	173	66	38.2	28	16.2	21	12.1	19	11.0	17	9.8	12	6.9	10	5.8
Montgomery	9,956	2,440	24.5	2,398	24.1	2,027	20.4	1,199	12.0	781	7.8	454	4.6	657	6.6
Prince George's	7,816	3,291	42.1	2,261	28.9	1,156	14.8	431	5.5	339	4.3	119	1.5	219	2.8
Queen Anne's	490	138	28.2	114	23.3	89	18.2	55	11.2	45	9.2	20	4.1	29	5.9
St. Mary's	1,044	243	23.3	259	24.8	197	18.9	106	10.2	85	8.1	51	4.9	103	9.9
SEED School	29	13	44.8	10	34.5	4	13.8	1	3.4	0	0.0	0	0.0	1	3.4
Somerset	233	70	30.0	65	27.9	40	17.2	11	4.7	14	6.0	15	6.4	18	7.7
Talbot	309	96	31.1	77	24.9	57	18.4	18	5.8	18	5.8	20	6.5	23	7.4
Washington	1,541	541	35.1	340	22.1	233	15.1	121	7.9	95	6.2	80	5.2	131	8.5
Wicomico	1,084	317	29.2	250	23.1	189	17.4	116	10.7	80	7.4	54	5.0	78	7.2
Worcester	591	113	19.1	127	21.5	108	18.3	70	11.8	60	10.2	36	6.1	77	13.0



**Table 15**  
**Number and Percent of Therapists by Years of Experience**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	1 - 5 Years		6 - 10 Years		11 - 15 Years		16 - 20 Years		21 - 25 Years		26 - 30 Years		More than 30 Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>2,023</b>	<b>495</b>	<b>24.5</b>	<b>367</b>	<b>18.1</b>	<b>379</b>	<b>18.7</b>	<b>218</b>	<b>10.8</b>	<b>198</b>	<b>9.8</b>	<b>163</b>	<b>8.1</b>	<b>203</b>	<b>10.0</b>
Allegany	20	1	5.0	1	5.0	5	25.0	9	45.0	0	0.0	0	0.0	4	20.0
Anne Arundel	223	119	53.4	39	17.5	28	12.6	10	4.5	9	4.0	5	2.2	13	5.8
Baltimore City	152	45	29.6	30	19.7	28	18.4	5	3.3	10	6.6	10	6.6	24	15.8
Baltimore	309	112	36.2	62	20.1	57	18.4	24	7.8	14	4.5	13	4.2	27	8.7
Calvert	34	0	0.0	4	11.8	11	32.4	3	8.8	4	11.8	7	20.6	5	14.7
Caroline	6	0	0.0	2	33.3	0	0.0	0	0.0	1	16.7	2	33.3	1	16.7
Carroll	71	12	16.9	4	5.6	14	19.7	14	19.7	12	16.9	8	11.3	7	9.9
Cecil	27	10	37.0	5	18.5	4	14.8	2	7.4	3	11.1	2	7.4	1	3.7
Charles	33	1	3.0	1	3.0	4	12.1	6	18.2	6	18.2	9	27.3	6	18.2
Dorchester	3	1	33.3	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	1	33.3
Frederick	79	7	8.9	17	21.5	19	24.1	5	6.3	9	11.4	10	12.7	12	15.2
Garrett	6	0	0.0	0	0.0	1	16.7	2	33.3	1	16.7	1	16.7	1	16.7
Harford	80	11	13.8	13	16.3	15	18.8	9	11.3	10	12.5	12	15.0	10	12.5
Howard	187	29	15.5	31	16.6	31	16.6	26	13.9	32	17.1	20	10.7	18	9.6
Kent	3	1	33.3	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	1	33.3
Montgomery	520	91	17.5	98	18.8	108	20.8	65	12.5	66	12.7	46	8.8	46	8.8
Prince George's	174	34	19.5	46	26.4	39	22.4	26	14.9	13	7.5	3	1.7	13	7.5
Queen Anne's	11	2	18.2	3	27.3	3	27.3	1	9.1	1	9.1	1	9.1	0	0.0
St. Mary's	20	2	10.0	3	15.0	3	15.0	2	10.0	2	10.0	5	25.0	3	15.0
SEED School	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	4	0	0.0	0	0.0	1	25.0	1	25.0	2	50.0	0	0.0	0	0.0
Talbot	5	1	20.0	1	20.0	1	20.0	0	0.0	0	0.0	0	0.0	2	40.0
Washington	30	13	43.3	2	6.7	3	10.0	1	3.3	1	3.3	6	20.0	4	13.3
Wicomico	12	2	16.7	2	16.7	0	0.0	3	25.0	1	8.3	1	8.3	3	25.0
Worcester	14	1	7.1	3	21.4	2	14.3	4	28.6	1	7.1	2	14.3	1	7.1

**Table 16**  
**Number and Percent of Librarians by Years of Experience**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	1 - 5 Years		6 - 10 Years		11 - 15 Years		16 - 20 Years		21 - 25 Years		26 - 30 Years		More than 30 Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>1,165</b>	<b>168</b>	<b>14.4</b>	<b>258</b>	<b>22.1</b>	<b>234</b>	<b>20.1</b>	<b>174</b>	<b>14.9</b>	<b>123</b>	<b>10.6</b>	<b>80</b>	<b>6.9</b>	<b>128</b>	<b>11.0</b>
Allegany	22	0	0.0	3	13.6	3	13.6	5	22.7	0	0.0	1	4.5	10	45.5
Anne Arundel	122	24	19.7	27	22.1	17	13.9	16	13.1	11	9.0	8	6.6	19	15.6
Baltimore City	97	14	14.4	29	29.9	18	18.6	12	12.4	10	10.3	3	3.1	11	11.3
Baltimore	163	17	10.4	49	30.1	43	26.4	18	11.0	16	9.8	5	3.1	15	9.2
Calvert	23	0	0.0	1	4.3	8	34.8	9	39.1	1	4.3	1	4.3	3	13.0
Caroline	9	0	0.0	1	11.1	0	0.0	3	33.3	2	22.2	2	22.2	1	11.1
Carroll	39	5	12.8	7	17.9	6	15.4	11	28.2	4	10.3	3	7.7	3	7.7
Cecil	21	3	14.3	7	33.3	3	14.3	5	23.8	1	4.8	1	4.8	1	4.8
Charles	34	6	17.6	6	17.6	4	11.8	8	23.5	2	5.9	3	8.8	5	14.7
Dorchester	8	2	25.0	1	12.5	2	25.0	1	12.5	1	12.5	0	0.0	1	12.5
Frederick	59	5	8.5	9	15.3	8	13.6	9	15.3	13	22.0	10	16.9	5	8.5
Garrett	2	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0
Harford	64	16	25.0	15	23.4	11	17.2	11	17.2	4	6.3	2	3.1	5	7.8
Howard	96	14	14.6	24	25.0	29	30.2	12	12.5	6	6.3	6	6.3	5	5.2
Kent	3	0	0.0	1	33.3	1	33.3	0	0.0	1	33.3	0	0.0	0	0.0
Montgomery	193	27	14.0	31	16.1	39	20.2	26	13.5	26	13.5	24	12.4	20	10.4
Prince George's	92	25	27.2	28	30.4	18	19.6	9	9.8	9	9.8	1	1.1	2	2.2
Queen Anne's	10	0	0.0	0	0.0	3	30.0	3	30.0	1	10.0	1	10.0	2	20.0
St. Mary's	27	6	22.2	3	11.1	5	18.5	7	25.9	1	3.7	2	7.4	3	11.1
SEED School	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	6	0	0.0	2	33.3	2	33.3	0	0.0	0	0.0	1	16.7	1	16.7
Talbot	6	0	0.0	2	33.3	1	16.7	1	16.7	0	0.0	0	0.0	2	33.3
Washington	42	3	7.1	8	19.0	7	16.7	5	11.9	7	16.7	3	7.1	9	21.4
Wicomico	15	1	6.7	3	20.0	5	33.3	2	13.3	1	6.7	2	13.3	1	6.7
Worcester	12	0	0.0	1	8.3	0	0.0	1	8.3	5	41.7	1	8.3	4	33.3

**Table 17**  
**Number and Percent of Guidance Counselors by Years of Experience**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	1 - 5 Years		6 - 10 Years		11 - 15 Years		16 - 20 Years		21 - 25 Years		26 - 30 Years		More than 30 Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>2,389</b>	<b>504</b>	<b>21.1</b>	<b>522</b>	<b>21.9</b>	<b>481</b>	<b>20.1</b>	<b>305</b>	<b>12.8</b>	<b>216</b>	<b>9.0</b>	<b>119</b>	<b>5.0</b>	<b>242</b>	<b>10.1</b>
Allegany	27	4	14.8	5	18.5	4	14.8	7	25.9	2	7.4	2	7.4	3	11.1
Anne Arundel	213	44	20.7	58	27.2	44	20.7	20	9.4	11	5.2	11	5.2	25	11.7
Baltimore City	130	30	23.1	25	19.2	24	18.5	15	11.5	15	11.5	3	2.3	18	13.8
Baltimore	296	73	24.7	65	22.0	60	20.3	41	13.9	21	7.1	10	3.4	26	8.8
Calvert	43	4	9.3	11	25.6	4	9.3	8	18.6	9	20.9	2	4.7	5	11.6
Caroline	17	2	11.8	5	29.4	3	17.6	2	11.8	1	5.9	1	5.9	3	17.6
Carroll	89	15	16.9	17	19.1	19	21.3	11	12.4	11	12.4	6	6.7	10	11.2
Cecil	50	10	20.0	11	22.0	17	34.0	3	6.0	6	12.0	1	2.0	2	4.0
Charles	76	26	34.2	16	21.1	11	14.5	9	11.8	5	6.6	2	2.6	7	9.2
Dorchester	15	4	26.7	5	33.3	2	13.3	0	0.0	0	0.0	1	6.7	3	20.0
Frederick	108	8	7.4	15	13.9	15	13.9	16	14.8	20	18.5	17	15.7	17	15.7
Garrett	11	0	0.0	2	18.2	2	18.2	2	18.2	1	9.1	3	27.3	1	9.1
Harford	103	18	17.5	18	17.5	22	21.4	24	23.3	11	10.7	2	1.9	8	7.8
Howard	148	27	18.2	32	21.6	24	16.2	23	15.5	17	11.5	10	6.8	15	10.1
Kent	10	4	40.0	0	0.0	3	30.0	1	10.0	1	10.0	0	0.0	1	10.0
Montgomery	472	78	16.5	96	20.3	112	23.7	63	13.3	38	8.1	32	6.8	53	11.2
Prince George's	344	100	29.1	100	29.1	70	20.3	30	8.7	27	7.8	4	1.2	13	3.8
Queen Anne's	20	3	15.0	2	10.0	4	20.0	2	10.0	4	20.0	2	10.0	3	15.0
St. Mary's	44	10	22.7	12	27.3	6	13.6	5	11.4	5	11.4	0	0.0	6	13.6
SEED School	3	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	9	1	11.1	2	22.2	3	33.3	1	11.1	1	11.1	0	0.0	1	11.1
Talbot	16	0	0.0	2	12.5	4	25.0	2	12.5	1	6.3	1	6.3	6	37.5
Washington	57	18	31.6	10	17.5	14	24.6	6	10.5	3	5.3	3	5.3	3	5.3
Wicomico	67	18	26.9	11	16.4	12	17.9	9	13.4	4	6.0	3	4.5	10	14.9
Worcester	21	4	19.0	2	9.5	2	9.5	5	23.8	2	9.5	3	14.3	3	14.3

**Table 18**  
**Number and Percent of Psychological Personnel by Years of Experience**  
**Maryland Public Schools: October 2011**

Local Education Agency	Total	1 - 5 Years		6 - 10 Years		11 - 15 Years		16 - 20 Years		21 - 25 Years		26 - 30 Years		More than 30 Years	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Total State</b>	<b>744</b>	<b>186</b>	<b>25.0</b>	<b>189</b>	<b>25.4</b>	<b>144</b>	<b>19.4</b>	<b>78</b>	<b>10.5</b>	<b>43</b>	<b>5.8</b>	<b>35</b>	<b>4.7</b>	<b>69</b>	<b>9.3</b>
Allegany	7	0	0.0	4	57.1	0	0.0	1	14.3	0	0.0	1	14.3	1	14.3
Anne Arundel	69	15	21.7	21	30.4	8	11.6	2	2.9	7	10.1	5	7.2	11	15.9
Baltimore City	141	41	29.1	39	27.7	26	18.4	12	8.5	8	5.7	5	3.5	10	7.1
Baltimore	90	20	22.2	15	16.7	33	36.7	14	15.6	5	5.6	1	1.1	2	2.2
Calvert	14	1	7.1	3	21.4	3	21.4	3	21.4	2	14.3	0	0.0	2	14.3
Caroline	6	3	50.0	2	33.3	0	0.0	0	0.0	0	0.0	1	16.7	0	0.0
Carroll	18	3	16.7	6	33.3	1	5.6	2	11.1	2	11.1	1	5.6	3	16.7
Cecil	8	6	75.0	1	12.5	0	0.0	1	12.5	0	0.0	0	0.0	0	0.0
Charles	31	12	38.7	6	19.4	7	22.6	2	6.5	3	9.7	0	0.0	1	3.2
Dorchester	4	1	25.0	1	25.0	1	25.0	1	25.0	0	0.0	0	0.0	0	0.0
Frederick	23	2	8.7	7	30.4	6	26.1	6	26.1	0	0.0	1	4.3	1	4.3
Garrett	3	1	33.3	1	33.3	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Harford	32	7	21.9	10	31.3	1	3.1	6	18.8	2	6.3	1	3.1	5	15.6
Howard	66	3	4.5	25	37.9	19	28.8	8	12.1	1	1.5	2	3.0	8	12.1
Kent	3	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	66.7
Montgomery	96	13	13.5	16	16.7	19	19.8	12	12.5	7	7.3	11	11.5	18	18.8
Prince George's	90	42	46.7	21	23.3	14	15.6	6	6.7	4	4.4	1	1.1	2	2.2
Queen Anne's	6	2	33.3	2	33.3	0	0.0	0	0.0	0	0.0	2	33.3	0	0.0
St. Mary's	9	3	33.3	2	22.2	2	22.2	1	11.1	1	11.1	0	0.0	0	0.0
SEED School	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	3	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	1	33.3
Talbot	2	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	10	5	50.0	1	10.0	0	0.0	1	10.0	0	0.0	2	20.0	1	10.0
Wicomico	8	2	25.0	4	50.0	1	12.5	0	0.0	1	12.5	0	0.0	0	0.0
Worcester	4	2	50.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0