



# Professional Staff by Type of Degree and Years of Experience Maryland Public Schools October 2013

*(Revised 03/2014)*

## MARYLAND STATE BOARD OF EDUCATION

**Charlene M. Dukes**  
*President*

**Mary Kay Finan**  
*Vice President*

**James H. DeGraffenreidt, Jr.**  
**Linda Eberhart**  
**S. James Gates, Jr.**  
**Luisa Montero-Diaz**  
**Sayed M. Naved**  
**Madhu Sidhu**  
**Guffrie M. Smith, Jr.**  
**Donna Hill Staton**  
**Christian T. Hodges** (*Student Member*)

**Lillian M. Lowery**  
*Secretary-Treasurer of the Board*  
*State Superintendent of Schools*

**Jack Smith**  
*Deputy State Superintendent*  
*Teaching and Learning*

**Henry R. Johnson**  
*Assistant State Superintendent*  
*Division of Curriculum, Assessment, and Accountability*

**Martin O'Malley**  
*Governor*

The Maryland State Department of Education does not discriminate on the basis of age, ancestry, color, creed, gender identity and expression, genetic information, marital status, disability, national origin, race, religion, sex, or sexual orientation in matters affecting employment or in providing access to programs. For inquiries related to department policy, please contact the Equity Assurance and Compliance Branch, Maryland State Department of Education, 200 West Baltimore Street, Baltimore Maryland 21201, Phone (410) 767-0433, TTY/TDD (410) 333-6442.

**Professional Staff by Type of Degree and Years of Experience  
Maryland Public Schools  
October 2013**

**Table of Contents**

**Page**

**Introduction** ..... i

**Tables**

1	Number and Percent of Professional Staff by Type of Degree .....	1
2	Number and Percent of Selected Professional Staff by Type of Degree .....	2
2a	Number and Percent of Central Office Staff by Type of Degree .....	3
2b	Number and Percent of Administrative Office Staff by Type of Degree .....	4
2c	Number and Percent of Student Personnel by Type of Degree .....	5
3	Number and Percent of School Principals by Type of Degree .....	6
4	Number and Percent of School Assistant Principals by Type of Degree .....	7
5	Number and Percent of Teachers by Type of Degree .....	8
6	Number and Percent of Therapists by Type of Degree .....	9
7	Number and Percent of Librarians by Type of Degree .....	10
8	Number and Percent of Guidance Counselors by Type of Degree .....	11
9	Number and Percent of Psychological Personnel by Type of Degree .....	12
10	Number and Percent of Professional Staff by Years of Experience .....	13
11	Number and Percent of Selected Professional Staff by Years of Experience .....	14
11a	Number and Percent of Central Office Staff by Years of Experience .....	15
11b	Number and Percent of Administrative Office Staff by Years of Experience .....	16
11c	Number and Percent of Student Personnel by Years of Experience .....	17
12	Number and Percent of School Principals by Years of Experience .....	18
13	Number and Percent of School Assistant Principals by Years of Experience .....	19
14	Number and Percent of Teachers by Years of Experience .....	20
15	Number and Percent of Therapists by Years of Experience .....	21
16	Number and Percent of Librarians by Years of Experience .....	22
17	Number and Percent of Guidance Counselors by Years of Experience .....	23
18	Number and Percent of Psychological Personnel by Years of Experience .....	24

## 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 15, 2013. 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, October 2013*. 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 2013**

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>78,173</b>	<b>1,429</b>	<b>1.8</b>	<b>16,211</b>	<b>20.7</b>	<b>30,020</b>	<b>38.4</b>	<b>11,711</b>	<b>15.0</b>	<b>17,149</b>	<b>21.9</b>	<b>486</b>	<b>0.6</b>	<b>1,167</b>	<b>1.5</b>
Allegany	829	7	0.8	70	8.4	552	66.6	120	14.5	58	7.0	6	0.7	16	1.9
Anne Arundel	7,059	112	1.6	980	13.9	3,249	46.0	1,081	15.3	1,491	21.1	30	0.4	116	1.6
Baltimore City	7,532	228	3.0	1,013	13.4	3,004	39.9	856	11.4	2,213	29.4	32	0.4	186	2.5
Baltimore	9,697	171	1.8	3,506	36.2	3,686	38.0	118	1.2	2,121	21.9	69	0.7	26	0.3
Calvert	1,366	31	2.3	158	11.6	645	47.2	0	0.0	480	35.1	20	1.5	32	2.3
Caroline	540	10	1.9	34	6.3	249	46.1	73	13.5	147	27.2	9	1.7	18	3.3
Carroll	2,473	18	0.7	629	25.4	712	28.8	517	20.9	535	21.6	33	1.3	29	1.2
Cecil	1,460	15	1.0	116	7.9	975	66.8	28	1.9	316	21.6	4	0.3	6	0.4
Charles	2,271	24	1.1	160	7.0	1,181	52.0	328	14.4	567	25.0	5	0.2	6	0.3
Dorchester	472	9	1.9	74	15.7	220	46.6	28	5.9	128	27.1	1	0.2	12	2.5
Frederick	3,501	34	1.0	1,347	38.5	827	23.6	578	16.5	678	19.4	12	0.3	25	0.7
Garrett	371	5	1.3	21	5.7	208	56.1	78	21.0	45	12.1	7	1.9	7	1.9
Harford	3,600	33	0.9	575	16.0	1,905	52.9	45	1.3	977	27.1	31	0.9	34	0.9
Howard	5,418	77	1.4	623	11.5	3,198	59.0	654	12.1	770	14.2	22	0.4	74	1.4
Kent	207	8	3.9	29	14.0	81	39.1	36	17.4	48	23.2	2	1.0	3	1.4
Montgomery	13,831	157	1.1	4,086	29.5	2,309	16.7	4,798	34.7	2,023	14.6	40	0.3	418	3.0
Prince George's	10,467	405	3.9	2,083	19.9	3,856	36.8	1,590	15.2	2,367	22.6	82	0.8	84	0.8
Queen Anne's	687	9	1.3	18	2.6	393	57.2	57	8.3	193	28.1	6	0.9	11	1.6
St. Mary's	1,427	19	1.3	2	0.1	781	54.7	3	0.2	579	40.6	28	2.0	15	1.1
SEED School	110	5	4.5	9	8.2	37	33.6	2	1.8	53	48.2	4	3.6	0	0.0
Somerset	318	2	0.6	5	1.6	133	41.8	13	4.1	153	48.1	6	1.9	6	1.9
Talbot	413	9	2.2	1	0.2	243	58.8	22	5.3	125	30.3	2	0.5	11	2.7
Washington	1,959	16	0.8	44	2.2	1,019	52.0	421	21.5	434	22.2	10	0.5	15	0.8
Wicomico	1,394	19	1.4	549	39.4	256	18.4	202	14.5	348	25.0	14	1.0	6	0.4
Worcester	771	6	0.8	79	10.2	301	39.0	63	8.2	300	38.9	11	1.4	11	1.4

\* 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 2013**

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>2,467</b>	<b>216</b>	<b>8.8</b>	<b>695</b>	<b>28.2</b>	<b>1,036</b>	<b>42.0</b>	<b>98</b>	<b>4.0</b>	<b>319</b>	<b>12.9</b>	<b>30</b>	<b>1.2</b>	<b>73</b>	<b>3.0</b>
Allegany	37	3	8.1	7	18.9	17	45.9	1	2.7	4	10.8	2	5.4	3	8.1
Anne Arundel	166	17	10.2	25	15.1	100	60.2	5	3.0	11	6.6	3	1.8	5	3.0
Baltimore City	380	40	10.5	96	25.3	198	52.1	4	1.1	37	9.7	2	0.5	3	0.8
Baltimore	339	20	5.9	146	43.1	71	20.9	0	0.0	81	23.9	13	3.8	8	2.4
Calvert	49	5	10.2	3	6.1	31	63.3	0	0.0	7	14.3	0	0.0	3	6.1
Caroline	26	7	26.9	5	19.2	7	26.9	2	7.7	5	19.2	0	0.0	0	0.0
Carroll	97	4	4.1	45	46.4	30	30.9	7	7.2	11	11.3	0	0.0	0	0.0
Cecil	46	7	15.2	13	28.3	18	39.1	5	10.9	3	6.5	0	0.0	0	0.0
Charles	79	5	6.3	16	20.3	43	54.4	7	8.9	6	7.6	0	0.0	2	2.5
Dorchester	27	4	14.8	2	7.4	13	48.1	0	0.0	6	22.2	0	0.0	2	7.4
Frederick	125	6	4.8	57	45.6	42	33.6	1	0.8	10	8.0	2	1.6	7	5.6
Garrett	19	2	10.5	2	10.5	12	63.2	0	0.0	2	10.5	1	5.3	0	0.0
Harford	113	9	8.0	23	20.4	60	53.1	0	0.0	20	17.7	0	0.0	1	0.9
Howard	186	11	5.9	40	21.5	89	47.8	9	4.8	22	11.8	0	0.0	15	8.1
Kent	12	4	33.3	4	33.3	0	0.0	0	0.0	2	16.7	1	8.3	1	8.3
Montgomery	268	23	8.6	118	44.0	59	22.0	34	12.7	30	11.2	0	0.0	4	1.5
Prince George's	184	25	13.6	50	27.2	83	45.1	16	8.7	8	4.3	1	0.5	1	0.5
Queen Anne's	24	2	8.3	3	12.5	13	54.2	0	0.0	5	20.8	0	0.0	1	4.2
St. Mary's	67	4	6.0	0	0.0	41	61.2	0	0.0	14	20.9	4	6.0	4	6.0
SEED School	5	1	20.0	0	0.0	2	40.0	0	0.0	2	40.0	0	0.0	0	0.0
Somerset	21	1	4.8	1	4.8	14	66.7	0	0.0	5	23.8	0	0.0	0	0.0
Talbot	36	2	5.6	0	0.0	20	55.6	0	0.0	6	16.7	0	0.0	8	22.2
Washington	85	5	5.9	3	3.5	54	63.5	3	3.5	14	16.5	1	1.2	5	5.9
Wicomico	53	6	11.3	31	58.5	11	20.8	2	3.8	3	5.7	0	0.0	0	0.0
Worcester	23	3	13.0	5	21.7	8	34.8	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 2013**

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>152</b>	<b>51</b>	<b>33.6</b>	<b>23</b>	<b>15.1</b>	<b>67</b>	<b>44.1</b>	<b>1</b>	<b>0.7</b>	<b>9</b>	<b>5.9</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	3	21.4	0	0.0	11	78.6	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	27	13	48.1	1	3.7	13	48.1	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore	15	4	26.7	3	20.0	5	33.3	0	0.0	3	20.0	0	0.0	0	0.0
Calvert	3	0	0.0	0	0.0	3	100.0	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	2	40.0	0	0.0	3	60.0	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	3	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	9	1	11.1	4	44.4	3	33.3	0	0.0	1	11.1	0	0.0	0	0.0
Garrett	2	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	5	0	0.0	2	40.0	2	40.0	0	0.0	1	20.0	0	0.0	0	0.0
Howard	6	1	16.7	1	16.7	4	66.7	0	0.0	0	0.0	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	17	2	11.8	4	23.5	9	52.9	0	0.0	2	11.8	0	0.0	0	0.0
Prince George's	11	4	36.4	1	9.1	5	45.5	1	9.1	0	0.0	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	3	1	33.3	0	0.0	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	2	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	4	3	75.0	0	0.0	1	25.0	0	0.0	0	0.0	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	2	66.7	1	33.3	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 2013**

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>1,676</b>	<b>142</b>	<b>8.5</b>	<b>377</b>	<b>22.5</b>	<b>661</b>	<b>39.4</b>	<b>91</b>	<b>5.4</b>	<b>303</b>	<b>18.1</b>	<b>30</b>	<b>1.8</b>	<b>72</b>	<b>4.3</b>
Allegany	26	2	7.7	3	11.5	12	46.2	1	3.8	3	11.5	2	7.7	3	11.5
Anne Arundel	99	12	12.1	13	13.1	51	51.5	4	4.0	11	11.1	3	3.0	5	5.1
Baltimore City	153	22	14.4	18	11.8	70	45.8	3	2.0	35	22.9	2	1.3	3	2.0
Baltimore	231	12	5.2	79	34.2	44	19.0	0	0.0	75	32.5	13	5.6	8	3.5
Calvert	40	4	10.0	1	2.5	25	62.5	0	0.0	7	17.5	0	0.0	3	7.5
Caroline	23	6	26.1	4	17.4	7	30.4	2	8.7	4	17.4	0	0.0	0	0.0
Carroll	83	4	4.8	35	42.2	26	31.3	7	8.4	11	13.3	0	0.0	0	0.0
Cecil	38	5	13.2	9	23.7	16	42.1	5	13.2	3	7.9	0	0.0	0	0.0
Charles	51	2	3.9	8	15.7	27	52.9	7	13.7	5	9.8	0	0.0	2	3.9
Dorchester	21	2	9.5	2	9.5	10	47.6	0	0.0	5	23.8	0	0.0	2	9.5
Frederick	86	5	5.8	35	40.7	28	32.6	0	0.0	9	10.5	2	2.3	7	8.1
Garrett	13	1	7.7	0	0.0	9	69.2	0	0.0	2	15.4	1	7.7	0	0.0
Harford	99	9	9.1	18	18.2	52	52.5	0	0.0	19	19.2	0	0.0	1	1.0
Howard	159	10	6.3	31	19.5	72	45.3	9	5.7	22	13.8	0	0.0	15	9.4
Kent	10	3	30.0	3	30.0	0	0.0	0	0.0	2	20.0	1	10.0	1	10.0
Montgomery	190	18	9.5	63	33.2	46	24.2	31	16.3	28	14.7	0	0.0	4	2.1
Prince George's	118	14	11.9	22	18.6	57	48.3	15	12.7	8	6.8	1	0.8	1	0.8
Queen Anne's	21	1	4.8	2	9.5	12	57.1	0	0.0	5	23.8	0	0.0	1	4.8
St. Mary's	58	3	5.2	0	0.0	34	58.6	0	0.0	14	24.1	4	6.9	3	5.2
SEED School	4	0	0.0	0	0.0	2	50.0	0	0.0	2	50.0	0	0.0	0	0.0
Somerset	14	0	0.0	0	0.0	9	64.3	0	0.0	5	35.7	0	0.0	0	0.0
Talbot	25	1	4.0	0	0.0	10	40.0	0	0.0	6	24.0	0	0.0	8	32.0
Washington	59	2	3.4	3	5.1	31	52.5	3	5.1	14	23.7	1	1.7	5	8.5
Wicomico	38	3	7.9	24	63.2	6	15.8	2	5.3	3	7.9	0	0.0	0	0.0
Worcester	17	1	5.9	4	23.5	5	29.4	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 2013**

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>639</b>	<b>23</b>	<b>3.6</b>	<b>295</b>	<b>46.2</b>	<b>308</b>	<b>48.2</b>	<b>6</b>	<b>0.9</b>	<b>7</b>	<b>1.1</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Allegany	6	0	0.0	3	50.0	3	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	53	2	3.8	12	22.6	38	71.7	1	1.9	0	0.0	0	0.0	0	0.0
Baltimore City	200	5	2.5	77	38.5	115	57.5	1	0.5	2	1.0	0	0.0	0	0.0
Baltimore	93	4	4.3	64	68.8	22	23.7	0	0.0	3	3.2	0	0.0	0	0.0
Calvert	6	1	16.7	2	33.3	3	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	0	0	0.0	0	0.0	0	0.0	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	23	1	4.3	8	34.8	13	56.5	0	0.0	1	4.3	0	0.0	0	0.0
Dorchester	3	0	0.0	0	0.0	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0
Frederick	30	0	0.0	18	60.0	11	36.7	1	3.3	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	0	0.0	3	33.3	6	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Howard	21	0	0.0	8	38.1	13	61.9	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	51	83.6	4	6.6	3	4.9	0	0.0	0	0.0	0	0.0
Prince George's	55	7	12.7	27	49.1	21	38.2	0	0.0	0	0.0	0	0.0	0	0.0
Queen Anne's	2	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	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	4	0	0.0	1	25.0	3	75.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	9	0	0.0	0	0.0	9	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	22	0	0.0	0	0.0	22	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	12	0	0.0	7	58.3	5	41.7	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 2013**

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>1,438</b>	<b>114</b>	<b>7.9</b>	<b>430</b>	<b>29.9</b>	<b>739</b>	<b>51.4</b>	<b>97</b>	<b>6.7</b>	<b>58</b>	<b>4.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Allegany	21	1	4.8	7	33.3	13	61.9	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	125	6	4.8	30	24.0	89	71.2	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	191	20	10.5	59	30.9	107	56.0	3	1.6	2	1.0	0	0.0	0	0.0
Baltimore	172	20	11.6	66	38.4	44	25.6	0	0.0	42	24.4	0	0.0	0	0.0
Calvert	25	5	20.0	0	0.0	19	76.0	0	0.0	1	4.0	0	0.0	0	0.0
Caroline	10	1	10.0	2	20.0	7	70.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	41	0	0.0	18	43.9	19	46.3	2	4.9	2	4.9	0	0.0	0	0.0
Cecil	29	2	6.9	10	34.5	17	58.6	0	0.0	0	0.0	0	0.0	0	0.0
Charles	36	0	0.0	11	30.6	25	69.4	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	14	2	14.3	0	0.0	12	85.7	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	66	2	3.0	38	57.6	26	39.4	0	0.0	0	0.0	0	0.0	0	0.0
Garrett	12	1	8.3	2	16.7	8	66.7	0	0.0	1	8.3	0	0.0	0	0.0
Harford	53	4	7.5	13	24.5	36	67.9	0	0.0	0	0.0	0	0.0	0	0.0
Howard	79	5	6.3	19	24.1	48	60.8	6	7.6	1	1.3	0	0.0	0	0.0
Kent	7	0	0.0	5	71.4	2	28.6	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	205	14	6.8	76	37.1	62	30.2	53	25.9	0	0.0	0	0.0	0	0.0
Prince George's	211	22	10.4	50	23.7	101	47.9	32	15.2	6	2.8	0	0.0	0	0.0
Queen Anne's	13	2	15.4	1	7.7	10	76.9	0	0.0	0	0.0	0	0.0	0	0.0
St. Mary's	26	2	7.7	0	0.0	24	92.3	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	9	0	0.0	0	0.0	7	77.8	0	0.0	2	22.2	0	0.0	0	0.0
Talbot	8	2	25.0	0	0.0	6	75.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	45	3	6.7	0	0.0	42	93.3	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	26	0	0.0	20	76.9	6	23.1	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	14	0	0.0	3	21.4	9	64.3	1	7.1	1	7.1	0	0.0	0	0.0

**Table 4**  
**Number and Percent of School Assistant Principals\* by Type of Degree**  
**Maryland Public Schools: October 2013**

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>2,049</b>	<b>59</b>	<b>2.9</b>	<b>532</b>	<b>26.0</b>	<b>1,096</b>	<b>53.5</b>	<b>179</b>	<b>8.7</b>	<b>128</b>	<b>6.2</b>	<b>50</b>	<b>2.4</b>	<b>5</b>	<b>0.2</b>
Allegany	23	0	0.0	3	13.0	17	73.9	3	13.0	0	0.0	0	0.0	0	0.0
Anne Arundel	184	4	2.2	50	27.2	117	63.6	1	0.5	5	2.7	3	1.6	4	2.2
Baltimore City	233	5	2.1	67	28.8	142	60.9	14	6.0	5	2.1	0	0.0	0	0.0
Baltimore	272	1	0.4	45	16.5	95	34.9	0	0.0	83	30.5	47	17.3	1	0.4
Calvert	48	1	2.1	7	14.6	38	79.2	0	0.0	2	4.2	0	0.0	0	0.0
Caroline	11	0	0.0	2	18.2	9	81.8	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	59	2	3.4	20	33.9	27	45.8	7	11.9	3	5.1	0	0.0	0	0.0
Cecil	38	1	2.6	6	15.8	31	81.6	0	0.0	0	0.0	0	0.0	0	0.0
Charles	79	1	1.3	11	13.9	63	79.7	3	3.8	1	1.3	0	0.0	0	0.0
Dorchester	14	2	14.3	1	7.1	10	71.4	0	0.0	1	7.1	0	0.0	0	0.0
Frederick	86	4	4.7	44	51.2	35	40.7	1	1.2	2	2.3	0	0.0	0	0.0
Garrett	6	0	0.0	0	0.0	6	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	93	2	2.2	14	15.1	77	82.8	0	0.0	0	0.0	0	0.0	0	0.0
Howard	110	4	3.6	19	17.3	80	72.7	5	4.5	2	1.8	0	0.0	0	0.0
Kent	3	0	0.0	1	33.3	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	288	4	1.4	123	42.7	56	19.4	105	36.5	0	0.0	0	0.0	0	0.0
Prince George's	332	22	6.6	91	27.4	166	50.0	40	12.0	13	3.9	0	0.0	0	0.0
Queen Anne's	10	0	0.0	0	0.0	10	100.0	0	0.0	0	0.0	0	0.0	0	0.0
St. Mary's	46	1	2.2	0	0.0	38	82.6	0	0.0	7	15.2	0	0.0	0	0.0
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	10	0	0.0	0	0.0	9	90.0	0	0.0	1	10.0	0	0.0	0	0.0
Talbot	10	1	10.0	0	0.0	9	90.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	40	0	0.0	1	2.5	39	97.5	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	35	3	8.6	24	68.6	8	22.9	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	16	0	0.0	2	12.5	11	68.8	0	0.0	3	18.8	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 2013**

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>59,315</b>	<b>596</b>	<b>1.0</b>	<b>10,857</b>	<b>18.3</b>	<b>22,305</b>	<b>37.6</b>	<b>10,363</b>	<b>17.5</b>	<b>14,907</b>	<b>25.1</b>	<b>59</b>	<b>0.1</b>	<b>228</b>	<b>0.4</b>
Allegany	634	2	0.3	31	4.9	437	68.9	106	16.7	46	7.3	1	0.2	11	1.7
Anne Arundel	5,405	55	1.0	622	11.5	2,357	43.6	1,025	19.0	1,324	24.5	1	0.0	21	0.4
Baltimore City	5,284	78	1.5	526	10.0	1,941	36.7	734	13.9	1,953	37.0	18	0.3	34	0.6
Baltimore	7,440	35	0.5	2,534	34.1	3,064	41.2	102	1.4	1,705	22.9	0	0.0	0	0.0
Calvert	1,049	14	1.3	100	9.5	478	45.6	0	0.0	443	42.2	4	0.4	10	1.0
Caroline	405	1	0.2	15	3.7	183	45.2	65	16.0	133	32.8	3	0.7	5	1.2
Carroll	1,897	4	0.2	422	22.2	527	27.8	477	25.1	454	23.9	6	0.3	7	0.4
Cecil	1,149	3	0.3	61	5.3	788	68.6	1	0.1	292	25.4	0	0.0	4	0.3
Charles	1,704	11	0.6	59	3.5	797	46.8	299	17.5	536	31.5	0	0.0	2	0.1
Dorchester	373	1	0.3	55	14.7	161	43.2	27	7.2	119	31.9	0	0.0	10	2.7
Frederick	2,704	15	0.6	915	33.8	579	21.4	550	20.3	636	23.5	3	0.1	6	0.2
Garrett	295	1	0.3	13	4.4	162	54.9	76	25.8	36	12.2	1	0.3	6	2.0
Harford	2,826	13	0.5	415	14.7	1,469	52.0	43	1.5	872	30.9	0	0.0	14	0.5
Howard	3,858	35	0.9	367	9.5	2,278	59.0	571	14.8	607	15.7	0	0.0	0	0.0
Kent	161	2	1.2	13	8.1	65	40.4	36	22.4	43	26.7	0	0.0	2	1.2
Montgomery	10,394	64	0.6	2,701	26.0	1,725	16.6	4,128	39.7	1,719	16.5	2	0.0	55	0.5
Prince George's	8,364	232	2.8	1,527	18.3	3,074	36.8	1,420	17.0	2,100	25.1	4	0.0	7	0.1
Queen Anne's	510	4	0.8	8	1.6	281	55.1	48	9.4	164	32.2	0	0.0	5	1.0
St. Mary's	1,069	6	0.6	1	0.1	541	50.6	3	0.3	505	47.2	7	0.7	6	0.6
SEED School	39	2	5.1	2	5.1	22	56.4	1	2.6	11	28.2	1	2.6	0	0.0
Somerset	224	1	0.4	1	0.4	77	34.4	11	4.9	130	58.0	1	0.4	3	1.3
Talbot	316	3	0.9	1	0.3	176	55.7	22	7.0	111	35.1	0	0.0	3	0.9
Washington	1,532	6	0.4	20	1.3	710	46.3	380	24.8	409	26.7	2	0.1	5	0.3
Wicomico	1,089	7	0.6	402	36.9	186	17.1	188	17.3	300	27.5	2	0.2	4	0.4
Worcester	594	1	0.2	46	7.7	227	38.2	50	8.4	259	43.6	3	0.5	8	1.3

**Table 6**  
**Number and Percent of Therapists by Type of Degree**  
**Maryland Public Schools: October 2013**

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>2,102</b>	<b>87</b>	<b>4.1</b>	<b>683</b>	<b>32.5</b>	<b>1,058</b>	<b>50.3</b>	<b>98</b>	<b>4.7</b>	<b>165</b>	<b>7.8</b>	<b>8</b>	<b>0.4</b>	<b>3</b>	<b>0.1</b>
Allegany	24	1	4.2	3	12.5	19	79.2	1	4.2	0	0.0	0	0.0	0	0.0
Anne Arundel	232	3	1.3	1	0.4	181	78.0	1	0.4	45	19.4	0	0.0	1	0.4
Baltimore City	186	9	4.8	18	9.7	133	71.5	8	4.3	18	9.7	0	0.0	0	0.0
Baltimore	307	15	4.9	162	52.8	118	38.4	1	0.3	11	3.6	0	0.0	0	0.0
Calvert	36	3	8.3	7	19.4	20	55.6	0	0.0	4	11.1	0	0.0	2	5.6
Caroline	5	0	0.0	1	20.0	4	80.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	77	1	1.3	22	28.6	40	51.9	3	3.9	6	7.8	5	6.5	0	0.0
Cecil	30	0	0.0	1	3.3	25	83.3	0	0.0	4	13.3	0	0.0	0	0.0
Charles	31	0	0.0	4	12.9	22	71.0	2	6.5	3	9.7	0	0.0	0	0.0
Dorchester	5	0	0.0	0	0.0	4	80.0	1	20.0	0	0.0	0	0.0	0	0.0
Frederick	71	1	1.4	37	52.1	33	46.5	0	0.0	0	0.0	0	0.0	0	0.0
Garrett	5	0	0.0	1	20.0	4	80.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	88	0	0.0	3	3.4	69	78.4	1	1.1	15	17.0	0	0.0	0	0.0
Howard	186	3	1.6	14	7.5	151	81.2	10	5.4	8	4.3	0	0.0	0	0.0
Kent	4	0	0.0	0	0.0	3	75.0	0	0.0	1	25.0	0	0.0	0	0.0
Montgomery	543	8	1.5	326	60.0	132	24.3	49	9.0	28	5.2	0	0.0	0	0.0
Prince George's	169	39	23.1	71	42.0	33	19.5	20	11.8	6	3.6	0	0.0	0	0.0
Queen Anne's	10	0	0.0	0	0.0	10	100.0	0	0.0	0	0.0	0	0.0	0	0.0
St. Mary's	21	2	9.5	1	4.8	12	57.1	0	0.0	6	28.6	0	0.0	0	0.0
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	4	0	0.0	1	25.0	0	0.0	0	0.0	3	75.0	0	0.0	0	0.0
Talbot	6	0	0.0	0	0.0	6	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	33	0	0.0	0	0.0	26	78.8	0	0.0	4	12.1	3	9.1	0	0.0
Wicomico	14	0	0.0	6	42.9	5	35.7	1	7.1	2	14.3	0	0.0	0	0.0
Worcester	14	1	7.1	4	28.6	8	57.1	0	0.0	1	7.1	0	0.0	0	0.0

**Table 7**  
**Number and Percent of Librarians by Type of Degree**  
**Maryland Public Schools: October 2013**

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>1,185</b>	<b>14</b>	<b>1.2</b>	<b>476</b>	<b>40.2</b>	<b>520</b>	<b>43.9</b>	<b>113</b>	<b>9.5</b>	<b>60</b>	<b>5.1</b>	<b>1</b>	<b>0.1</b>	<b>1</b>	<b>0.1</b>
Allegany	21	0	0.0	3	14.3	12	57.1	6	28.6	0	0.0	0	0.0	0	0.0
Anne Arundel	121	1	0.8	46	38.0	67	55.4	7	5.8	0	0.0	0	0.0	0	0.0
Baltimore City	87	4	4.6	31	35.6	37	42.5	8	9.2	7	8.0	0	0.0	0	0.0
Baltimore	161	0	0.0	101	62.7	49	30.4	4	2.5	7	4.3	0	0.0	0	0.0
Calvert	23	1	4.3	10	43.5	12	52.2	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	9	0	0.0	3	33.3	5	55.6	1	11.1	0	0.0	0	0.0	0	0.0
Carroll	41	0	0.0	16	39.0	18	43.9	3	7.3	4	9.8	0	0.0	0	0.0
Cecil	23	0	0.0	3	13.0	18	78.3	0	0.0	2	8.7	0	0.0	0	0.0
Charles	32	0	0.0	5	15.6	25	78.1	1	3.1	1	3.1	0	0.0	0	0.0
Dorchester	10	0	0.0	6	60.0	4	40.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	59	0	0.0	35	59.3	24	40.7	0	0.0	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	18	28.1	39	60.9	0	0.0	7	10.9	0	0.0	0	0.0
Howard	98	3	3.1	31	31.6	59	60.2	4	4.1	1	1.0	0	0.0	0	0.0
Kent	3	0	0.0	2	66.7	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0
Montgomery	194	2	1.0	95	49.0	38	19.6	51	26.3	7	3.6	0	0.0	1	0.5
Prince George's	122	3	2.5	47	38.5	45	36.9	13	10.7	14	11.5	0	0.0	0	0.0
Queen Anne's	9	0	0.0	0	0.0	4	44.4	2	22.2	2	22.2	1	11.1	0	0.0
St. Mary's	25	0	0.0	0	0.0	20	80.0	0	0.0	5	20.0	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	6	0	0.0	0	0.0	5	83.3	1	16.7	0	0.0	0	0.0	0	0.0
Talbot	6	0	0.0	0	0.0	6	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	39	0	0.0	7	17.9	26	66.7	6	15.4	0	0.0	0	0.0	0	0.0
Wicomico	17	0	0.0	12	70.6	3	17.6	2	11.8	0	0.0	0	0.0	0	0.0
Worcester	12	0	0.0	4	33.3	3	25.0	3	25.0	2	16.7	0	0.0	0	0.0

**Table 8**  
**Number and Percent of Guidance Counselors by Type of Degree**  
**Maryland Public Schools: October 2013**

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>2,375</b>	<b>39</b>	<b>1.6</b>	<b>1,047</b>	<b>44.1</b>	<b>1,146</b>	<b>48.3</b>	<b>100</b>	<b>4.2</b>	<b>41</b>	<b>1.7</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>0.1</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	219	5	2.3	111	50.7	103	47.0	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	125	1	0.8	35	28.0	83	66.4	2	1.6	4	3.2	0	0.0	0	0.0
Baltimore	297	3	1.0	197	66.3	88	29.6	9	3.0	0	0.0	0	0.0	0	0.0
Calvert	43	2	4.7	14	32.6	27	62.8	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	17	1	5.9	1	5.9	15	88.2	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	88	1	1.1	57	64.8	29	33.0	1	1.1	0	0.0	0	0.0	0	0.0
Cecil	49	0	0.0	10	20.4	38	77.6	0	0.0	1	2.0	0	0.0	0	0.0
Charles	77	1	1.3	6	7.8	69	89.6	0	0.0	1	1.3	0	0.0	0	0.0
Dorchester	16	0	0.0	6	37.5	10	62.5	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	116	1	0.9	87	75.0	28	24.1	0	0.0	0	0.0	0	0.0	0	0.0
Garrett	10	0	0.0	2	20.0	8	80.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	102	0	0.0	42	41.2	59	57.8	0	0.0	1	1.0	0	0.0	0	0.0
Howard	147	0	0.0	28	19.0	119	81.0	0	0.0	0	0.0	0	0.0	0	0.0
Kent	10	0	0.0	4	40.0	5	50.0	0	0.0	1	10.0	0	0.0	0	0.0
Montgomery	477	5	1.0	298	62.5	93	19.5	65	13.6	14	2.9	0	0.0	2	0.4
Prince George's	322	16	5.0	104	32.3	173	53.7	16	5.0	13	4.0	0	0.0	0	0.0
Queen Anne's	20	0	0.0	1	5.0	19	95.0	0	0.0	0	0.0	0	0.0	0	0.0
St. Mary's	44	1	2.3	0	0.0	41	93.2	0	0.0	2	4.5	0	0.0	0	0.0
SEED School	2	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	8	0	0.0	0	0.0	8	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	16	0	0.0	0	0.0	16	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	55	0	0.0	6	10.9	49	89.1	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	67	1	1.5	26	38.8	30	44.8	6	9.0	4	6.0	0	0.0	0	0.0
Worcester	21	1	4.8	5	23.8	14	66.7	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 2013**

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>772</b>	<b>159</b>	<b>20.6</b>	<b>362</b>	<b>46.9</b>	<b>233</b>	<b>30.2</b>	<b>6</b>	<b>0.8</b>	<b>12</b>	<b>1.6</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Allegany	7	0	0.0	5	71.4	2	28.6	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	71	14	19.7	10	14.1	47	66.2	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	145	35	24.1	56	38.6	50	34.5	1	0.7	3	2.1	0	0.0	0	0.0
Baltimore	89	36	40.4	49	55.1	4	4.5	0	0.0	0	0.0	0	0.0	0	0.0
Calvert	14	0	0.0	9	64.3	5	35.7	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	4	0	0.0	3	75.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	21	6	28.6	7	33.3	7	33.3	1	4.8	0	0.0	0	0.0	0	0.0
Cecil	11	1	9.1	9	81.8	1	9.1	0	0.0	0	0.0	0	0.0	0	0.0
Charles	32	3	9.4	25	78.1	4	12.5	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	22	5	22.7	8	36.4	9	40.9	0	0.0	0	0.0	0	0.0	0	0.0
Garrett	2	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	37	2	5.4	10	27.0	25	67.6	0	0.0	0	0.0	0	0.0	0	0.0
Howard	68	11	16.2	17	25.0	31	45.6	2	2.9	7	10.3	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	103	19	18.4	83	80.6	0	0.0	1	1.0	0	0.0	0	0.0	0	0.0
Prince George's	95	19	20.0	53	55.8	21	22.1	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	10	1	10.0	0	0.0	8	80.0	0	0.0	1	10.0	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	2	66.7	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	2	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	10	1	10.0	2	20.0	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 2013**

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>78,173</b>	<b>20,019</b>	<b>25.6</b>	<b>18,055</b>	<b>23.1</b>	<b>15,018</b>	<b>19.2</b>	<b>9,926</b>	<b>12.7</b>	<b>6,091</b>	<b>7.8</b>	<b>3,918</b>	<b>5.0</b>	<b>5,146</b>	<b>6.6</b>
Allegany	829	80	9.7	151	18.2	162	19.5	143	17.2	108	13.0	59	7.1	126	15.2
Anne Arundel	7,059	1,887	26.7	1,633	23.1	1,242	17.6	868	12.3	531	7.5	341	4.8	557	7.9
Baltimore City	7,532	2,349	31.2	1,510	20.0	1,580	21.0	813	10.8	422	5.6	317	4.2	541	7.2
Baltimore	9,697	3,139	32.4	2,408	24.8	1,831	18.9	1,072	11.1	566	5.8	306	3.2	375	3.9
Calvert	1,366	122	8.9	255	18.7	307	22.5	278	20.4	199	14.6	100	7.3	105	7.7
Caroline	540	131	24.3	115	21.3	85	15.7	64	11.9	51	9.4	43	8.0	51	9.4
Carroll	2,473	440	17.8	492	19.9	500	20.2	396	16.0	274	11.1	177	7.2	194	7.8
Cecil	1,460	379	26.0	453	31.0	259	17.7	137	9.4	80	5.5	70	4.8	82	5.6
Charles	2,271	539	23.7	654	28.8	344	15.1	223	9.8	199	8.8	108	4.8	204	9.0
Dorchester	472	177	37.5	89	18.9	69	14.6	46	9.7	30	6.4	15	3.2	46	9.7
Frederick	3,501	652	18.6	716	20.5	621	17.7	507	14.5	412	11.8	291	8.3	302	8.6
Garrett	371	28	7.5	62	16.7	71	19.1	60	16.2	57	15.4	44	11.9	49	13.2
Harford	3,600	894	24.8	752	20.9	686	19.1	541	15.0	302	8.4	182	5.1	243	6.8
Howard	5,418	1,102	20.3	1,275	23.5	1,078	19.9	761	14.0	510	9.4	358	6.6	334	6.2
Kent	207	61	29.5	35	16.9	27	13.0	26	12.6	23	11.1	21	10.1	14	6.8
Montgomery	13,831	2,993	21.6	2,837	20.5	2,846	20.6	2,059	14.9	1,273	9.2	740	5.4	1,083	7.8
Prince George's	10,467	3,397	32.5	3,023	28.9	1,942	18.6	1,048	10.0	490	4.7	309	3.0	258	2.5
Queen Anne's	687	138	20.1	164	23.9	119	17.3	103	15.0	55	8.0	49	7.1	59	8.6
St. Mary's	1,427	271	19.0	329	23.1	289	20.3	178	12.5	130	9.1	96	6.7	134	9.4
SEED School	110	58	52.7	27	24.5	15	13.6	6	5.5	3	2.7	0	0.0	1	0.9
Somerset	318	84	26.4	80	25.2	58	18.2	35	11.0	18	5.7	16	5.0	27	8.5
Talbot	413	101	24.5	80	19.4	98	23.7	41	9.9	34	8.2	19	4.6	40	9.7
Washington	1,959	514	26.2	475	24.2	374	19.1	220	11.2	126	6.4	106	5.4	144	7.4
Wicomico	1,394	351	25.2	304	21.8	268	19.2	179	12.8	118	8.5	89	6.4	85	6.1
Worcester	771	132	17.1	136	17.6	147	19.1	122	15.8	80	10.4	62	8.0	92	11.9

\* 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 2013**

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
Total State	2,467	404	16.4	338	13.7	405	16.4	428	17.3	309	12.5	185	7.5	398	16.1
Allegany	37	0	0.0	4	10.8	6	16.2	4	10.8	8	21.6	5	13.5	10	27.0
Anne Arundel	166	12	7.2	23	13.9	16	9.6	37	22.3	24	14.5	16	9.6	38	22.9
Baltimore City	380	52	13.7	50	13.2	108	28.4	79	20.8	36	9.5	15	3.9	40	10.5
Baltimore	339	169	49.9	96	28.3	48	14.2	18	5.3	5	1.5	1	0.3	2	0.6
Calvert	49	1	2.0	4	8.2	5	10.2	13	26.5	9	18.4	4	8.2	13	26.5
Caroline	26	1	3.8	2	7.7	4	15.4	2	7.7	5	19.2	4	15.4	8	30.8
Carroll	97	2	2.1	4	4.1	17	17.5	19	19.6	18	18.6	16	16.5	21	21.6
Cecil	46	4	8.7	8	17.4	9	19.6	6	13.0	3	6.5	3	6.5	13	28.3
Charles	79	3	3.8	6	7.6	11	13.9	9	11.4	15	19.0	10	12.7	25	31.6
Dorchester	27	6	22.2	3	11.1	5	18.5	5	18.5	4	14.8	1	3.7	3	11.1
Frederick	125	12	9.6	7	5.6	19	15.2	26	20.8	19	15.2	19	15.2	23	18.4
Garrett	19	4	21.1	2	10.5	0	0.0	5	26.3	3	15.8	1	5.3	4	21.1
Harford	113	7	6.2	13	11.5	17	15.0	29	25.7	10	8.8	7	6.2	30	26.5
Howard	186	27	14.5	35	18.8	31	16.7	29	15.6	24	12.9	15	8.1	25	13.4
Kent	12	4	33.3	2	16.7	0	0.0	0	0.0	4	33.3	2	16.7	0	0.0
Montgomery	268	29	10.8	13	4.9	23	8.6	53	19.8	52	19.4	24	9.0	74	27.6
Prince George's	184	38	20.7	30	16.3	33	17.9	32	17.4	22	12.0	15	8.2	14	7.6
Queen Anne's	24	1	4.2	1	4.2	4	16.7	8	33.3	5	20.8	1	4.2	4	16.7
St. Mary's	67	3	4.5	11	16.4	12	17.9	11	16.4	10	14.9	9	13.4	11	16.4
SEED School	5	0	0.0	0	0.0	2	40.0	2	40.0	1	20.0	0	0.0	0	0.0
Somerset	21	6	28.6	2	9.5	3	14.3	1	4.8	5	23.8	0	0.0	4	19.0
Talbot	36	1	2.8	6	16.7	7	19.4	3	8.3	8	22.2	3	8.3	8	22.2
Washington	85	8	9.4	13	15.3	19	22.4	19	22.4	8	9.4	6	7.1	12	14.1
Wicomico	53	13	24.5	2	3.8	4	7.5	14	26.4	9	17.0	6	11.3	5	9.4
Worcester	23	1	4.3	1	4.3	2	8.7	4	17.4	2	8.7	2	8.7	11	47.8

\* 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 2013**

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>152</b>	<b>46</b>	<b>30.3</b>	<b>12</b>	<b>7.9</b>	<b>8</b>	<b>5.3</b>	<b>15</b>	<b>9.9</b>	<b>21</b>	<b>13.8</b>	<b>11</b>	<b>7.2</b>	<b>39</b>	<b>25.7</b>
Allegany	5	0	0.0	2	40.0	0	0.0	1	20.0	1	20.0	1	20.0	0	0.0
Anne Arundel	14	0	0.0	0	0.0	1	7.1	1	7.1	4	28.6	0	0.0	8	57.1
Baltimore City	27	10	37.0	3	11.1	5	18.5	3	11.1	2	7.4	0	0.0	4	14.8
Baltimore	15	13	86.7	2	13.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Calvert	3	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	66.7
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	0	0.0	1	33.3	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	3	60.0	2	40.0
Dorchester	3	1	33.3	1	33.3	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	9	0	0.0	0	0.0	0	0.0	1	11.1	4	44.4	2	22.2	2	22.2
Garrett	2	1	50.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0
Harford	5	1	20.0	1	20.0	0	0.0	1	20.0	0	0.0	0	0.0	2	40.0
Howard	6	3	50.0	1	16.7	0	0.0	0	0.0	1	16.7	1	16.7	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	17	3	17.6	1	5.9	1	5.9	1	5.9	4	23.5	0	0.0	7	41.2
Prince George's	11	6	54.5	0	0.0	0	0.0	2	18.2	1	9.1	1	9.1	1	9.1
Queen Anne's	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
St. Mary's	3	0	0.0	1	33.3	0	0.0	1	33.3	0	0.0	0	0.0	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	3	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	66.7
Talbot	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0
Washington	4	0	0.0	0	0.0	0	0.0	1	25.0	1	25.0	0	0.0	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	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	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 2013**

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>1,676</b>	<b>292</b>	<b>17.4</b>	<b>231</b>	<b>13.8</b>	<b>248</b>	<b>14.8</b>	<b>265</b>	<b>15.8</b>	<b>219</b>	<b>13.1</b>	<b>136</b>	<b>8.1</b>	<b>285</b>	<b>17.0</b>
Allegany	26	0	0.0	1	3.8	5	19.2	2	7.7	6	23.1	3	11.5	9	34.6
Anne Arundel	99	6	6.1	9	9.1	9	9.1	21	21.2	18	18.2	13	13.1	23	23.2
Baltimore City	153	35	22.9	28	18.3	36	23.5	18	11.8	6	3.9	6	3.9	24	15.7
Baltimore	231	138	59.7	59	25.5	28	12.1	3	1.3	2	0.9	0	0.0	1	0.4
Calvert	40	0	0.0	4	10.0	1	2.5	12	30.0	9	22.5	4	10.0	10	25.0
Caroline	23	0	0.0	2	8.7	4	17.4	2	8.7	4	17.4	3	13.0	8	34.8
Carroll	83	2	2.4	3	3.6	10	12.0	17	20.5	16	19.3	15	18.1	20	24.1
Cecil	38	4	10.5	7	18.4	8	21.1	5	13.2	3	7.9	3	7.9	8	21.1
Charles	51	2	3.9	6	11.8	6	11.8	6	11.8	8	15.7	5	9.8	18	35.3
Dorchester	21	4	19.0	2	9.5	4	19.0	4	19.0	4	19.0	1	4.8	2	9.5
Frederick	86	5	5.8	6	7.0	15	17.4	20	23.3	12	14.0	11	12.8	17	19.8
Garrett	13	2	15.4	1	7.7	0	0.0	3	23.1	2	15.4	1	7.7	4	30.8
Harford	99	6	6.1	11	11.1	14	14.1	27	27.3	10	10.1	6	6.1	25	25.3
Howard	159	24	15.1	31	19.5	26	16.4	24	15.1	19	11.9	14	8.8	21	13.2
Kent	10	3	30.0	1	10.0	0	0.0	0	0.0	4	40.0	2	20.0	0	0.0
Montgomery	190	24	12.6	12	6.3	16	8.4	38	20.0	39	20.5	16	8.4	45	23.7
Prince George's	118	18	15.3	23	19.5	22	18.6	20	16.9	17	14.4	10	8.5	8	6.8
Queen Anne's	21	1	4.8	1	4.8	3	14.3	7	33.3	4	19.0	1	4.8	4	19.0
St. Mary's	58	3	5.2	9	15.5	12	20.7	8	13.8	10	17.2	7	12.1	9	15.5
SEED School	4	0	0.0	0	0.0	2	50.0	1	25.0	1	25.0	0	0.0	0	0.0
Somerset	14	3	21.4	1	7.1	2	14.3	1	7.1	5	35.7	0	0.0	2	14.3
Talbot	25	0	0.0	3	12.0	6	24.0	1	4.0	7	28.0	2	8.0	6	24.0
Washington	59	5	8.5	8	13.6	14	23.7	11	18.6	5	8.5	6	10.2	10	16.9
Wicomico	38	7	18.4	2	5.3	3	7.9	11	28.9	6	15.8	5	13.2	4	10.5
Worcester	17	0	0.0	1	5.9	2	11.8	3	17.6	2	11.8	2	11.8	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 2013**

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>639</b>	<b>66</b>	<b>10.3</b>	<b>95</b>	<b>14.9</b>	<b>149</b>	<b>23.3</b>	<b>148</b>	<b>23.2</b>	<b>69</b>	<b>10.8</b>	<b>38</b>	<b>5.9</b>	<b>74</b>	<b>11.6</b>
Allegany	6	0	0.0	1	16.7	1	16.7	1	16.7	1	16.7	1	16.7	1	16.7
Anne Arundel	53	6	11.3	14	26.4	6	11.3	15	28.3	2	3.8	3	5.7	7	13.2
Baltimore City	200	7	3.5	19	9.5	67	33.5	58	29.0	28	14.0	9	4.5	12	6.0
Baltimore	93	18	19.4	35	37.6	20	21.5	15	16.1	3	3.2	1	1.1	1	1.1
Calvert	6	0	0.0	0	0.0	4	66.7	1	16.7	0	0.0	0	0.0	1	16.7
Caroline	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	11	0	0.0	1	9.1	7	63.6	1	9.1	2	18.2	0	0.0	0	0.0
Cecil	5	0	0.0	1	20.0	1	20.0	0	0.0	0	0.0	0	0.0	3	60.0
Charles	23	1	4.3	0	0.0	5	21.7	3	13.0	7	30.4	2	8.7	5	21.7
Dorchester	3	1	33.3	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	1	33.3
Frederick	30	7	23.3	1	3.3	4	13.3	5	16.7	3	10.0	6	20.0	4	13.3
Garrett	4	1	25.0	1	25.0	0	0.0	2	50.0	0	0.0	0	0.0	0	0.0
Harford	9	0	0.0	1	11.1	3	33.3	1	11.1	0	0.0	1	11.1	3	33.3
Howard	21	0	0.0	3	14.3	5	23.8	5	23.8	4	19.0	0	0.0	4	19.0
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	2	3.3	0	0.0	6	9.8	14	23.0	9	14.8	8	13.1	22	36.1
Prince George's	55	14	25.5	7	12.7	11	20.0	10	18.2	4	7.3	4	7.3	5	9.1
Queen Anne's	2	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0
St. Mary's	6	0	0.0	1	16.7	0	0.0	2	33.3	0	0.0	2	33.3	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	4	2	50.0	1	25.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	9	1	11.1	3	33.3	1	11.1	2	22.2	1	11.1	0	0.0	1	11.1
Washington	22	3	13.6	5	22.7	5	22.7	7	31.8	2	9.1	0	0.0	0	0.0
Wicomico	12	3	25.0	0	0.0	1	8.3	3	25.0	3	25.0	1	8.3	1	8.3
Worcester	3	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	2	66.7

**Table 12**  
**Number and Percent of School Principals by Years of Experience**  
**Maryland Public Schools: October 2013**

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>1,438</b>	<b>125</b>	<b>8.7</b>	<b>145</b>	<b>10.1</b>	<b>258</b>	<b>17.9</b>	<b>322</b>	<b>22.4</b>	<b>202</b>	<b>14.0</b>	<b>150</b>	<b>10.4</b>	<b>236</b>	<b>16.4</b>
Allegany	21	0	0.0	0	0.0	0	0.0	9	42.9	2	9.5	1	4.8	9	42.9
Anne Arundel	125	0	0.0	9	7.2	17	13.6	24	19.2	17	13.6	16	12.8	42	33.6
Baltimore City	191	7	3.7	24	12.6	69	36.1	45	23.6	11	5.8	15	7.9	20	10.5
Baltimore	172	85	49.4	52	30.2	27	15.7	7	4.1	1	0.6	0	0.0	0	0.0
Calvert	25	0	0.0	0	0.0	1	4.0	6	24.0	7	28.0	2	8.0	9	36.0
Caroline	10	1	10.0	1	10.0	1	10.0	1	10.0	2	20.0	3	30.0	1	10.0
Carroll	41	0	0.0	1	2.4	9	22.0	7	17.1	5	12.2	9	22.0	10	24.4
Cecil	29	1	3.4	5	17.2	6	20.7	7	24.1	2	6.9	5	17.2	3	10.3
Charles	36	0	0.0	1	2.8	3	8.3	7	19.4	11	30.6	9	25.0	5	13.9
Dorchester	14	0	0.0	0	0.0	2	14.3	3	21.4	3	21.4	2	14.3	4	28.6
Frederick	66	1	1.5	3	4.5	6	9.1	13	19.7	16	24.2	13	19.7	14	21.2
Garrett	12	0	0.0	2	16.7	4	33.3	2	16.7	2	16.7	1	8.3	1	8.3
Harford	53	0	0.0	0	0.0	6	11.3	18	34.0	9	17.0	8	15.1	12	22.6
Howard	79	1	1.3	2	2.5	7	8.9	20	25.3	19	24.1	12	15.2	18	22.8
Kent	7	0	0.0	0	0.0	0	0.0	2	28.6	4	57.1	1	14.3	0	0.0
Montgomery	205	2	1.0	5	2.4	31	15.1	57	27.8	32	15.6	20	9.8	58	28.3
Prince George's	211	21	10.0	33	15.6	37	17.5	60	28.4	29	13.7	17	8.1	14	6.6
Queen Anne's	13	1	7.7	0	0.0	4	30.8	1	7.7	2	15.4	1	7.7	4	30.8
St. Mary's	26	3	11.5	2	7.7	3	11.5	2	7.7	8	30.8	5	19.2	3	11.5
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	9	2	22.2	0	0.0	4	44.4	1	11.1	1	11.1	0	0.0	1	11.1
Talbot	8	0	0.0	0	0.0	1	12.5	4	50.0	2	25.0	0	0.0	1	12.5
Washington	45	0	0.0	1	2.2	15	33.3	16	35.6	7	15.6	3	6.7	3	6.7
Wicomico	26	0	0.0	3	11.5	5	19.2	6	23.1	7	26.9	3	11.5	2	7.7
Worcester	14	0	0.0	1	7.1	0	0.0	4	28.6	3	21.4	4	28.6	2	14.3

**Table 13**  
**Number and Percent of School Assistant Principals\* by Years of Experience**  
**Maryland Public Schools: October 2013**

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>2,049</b>	<b>212</b>	<b>10.3</b>	<b>389</b>	<b>19.0</b>	<b>532</b>	<b>26.0</b>	<b>411</b>	<b>20.1</b>	<b>194</b>	<b>9.5</b>	<b>125</b>	<b>6.1</b>	<b>186</b>	<b>9.1</b>
Allegany	23	0	0.0	0	0.0	9	39.1	8	34.8	1	4.3	2	8.7	3	13.0
Anne Arundel	184	1	0.5	38	20.7	58	31.5	33	17.9	10	5.4	8	4.3	36	19.6
Baltimore City	233	12	5.2	38	16.3	73	31.3	44	18.9	20	8.6	15	6.4	31	13.3
Baltimore	272	149	54.8	87	32.0	28	10.3	6	2.2	1	0.4	1	0.4	0	0.0
Calvert	48	0	0.0	5	10.4	17	35.4	10	20.8	7	14.6	3	6.3	6	12.5
Caroline	11	1	9.1	3	27.3	6	54.5	0	0.0	1	9.1	0	0.0	0	0.0
Carroll	59	1	1.7	8	13.6	18	30.5	12	20.3	9	15.3	4	6.8	7	11.9
Cecil	38	5	13.2	13	34.2	11	28.9	4	10.5	1	2.6	2	5.3	2	5.3
Charles	79	0	0.0	20	25.3	23	29.1	14	17.7	9	11.4	3	3.8	10	12.7
Dorchester	14	2	14.3	4	28.6	0	0.0	3	21.4	2	14.3	0	0.0	3	21.4
Frederick	86	2	2.3	10	11.6	18	20.9	28	32.6	9	10.5	11	12.8	8	9.3
Garrett	6	0	0.0	1	16.7	1	16.7	2	33.3	2	33.3	0	0.0	0	0.0
Harford	93	1	1.1	14	15.1	37	39.8	22	23.7	5	5.4	8	8.6	6	6.5
Howard	110	0	0.0	15	13.6	19	17.3	28	25.5	21	19.1	14	12.7	13	11.8
Kent	3	0	0.0	0	0.0	1	33.3	1	33.3	0	0.0	1	33.3	0	0.0
Montgomery	288	5	1.7	43	14.9	90	31.3	74	25.7	33	11.5	16	5.6	27	9.4
Prince George's	332	22	6.6	50	15.1	78	23.5	85	25.6	46	13.9	29	8.7	22	6.6
Queen Anne's	10	0	0.0	1	10.0	3	30.0	4	40.0	0	0.0	1	10.0	1	10.0
St. Mary's	46	3	6.5	4	8.7	14	30.4	13	28.3	5	10.9	2	4.3	5	10.9
SEED School	3	0	0.0	2	66.7	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	10	5	50.0	1	10.0	2	20.0	0	0.0	1	10.0	0	0.0	1	10.0
Talbot	10	0	0.0	3	30.0	1	10.0	4	40.0	2	20.0	0	0.0	0	0.0
Washington	40	0	0.0	18	45.0	10	25.0	7	17.5	2	5.0	2	5.0	1	2.5
Wicomico	35	3	8.6	9	25.7	9	25.7	6	17.1	4	11.4	2	5.7	2	5.7
Worcester	16	0	0.0	2	12.5	5	31.3	3	18.8	3	18.8	1	6.3	2	12.5

\* Includes other school-level administrators

**Table 14**  
**Number and Percent of Teachers by Years of Experience**  
**Maryland Public Schools: October 2013**

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>59,315</b>	<b>16,902</b>	<b>28.5</b>	<b>14,550</b>	<b>24.5</b>	<b>11,163</b>	<b>18.8</b>	<b>6,780</b>	<b>11.4</b>	<b>4,187</b>	<b>7.1</b>	<b>2,608</b>	<b>4.4</b>	<b>3,125</b>	<b>5.3</b>
Allegany	634	66	10.4	133	21.0	129	20.3	101	15.9	81	12.8	45	7.1	79	12.5
Anne Arundel	5,405	1,653	30.6	1,317	24.4	941	17.4	616	11.4	373	6.9	216	4.0	289	5.3
Baltimore City	5,284	1,945	36.8	1,124	21.3	972	18.4	443	8.4	276	5.2	201	3.8	323	6.1
Baltimore	7,440	2,362	31.7	1,853	24.9	1,431	19.2	810	10.9	466	6.3	241	3.2	277	3.7
Calvert	1,049	99	9.4	204	19.4	250	23.8	209	19.9	155	14.8	76	7.2	56	5.3
Caroline	405	119	29.4	92	22.7	61	15.1	48	11.9	33	8.1	27	6.7	25	6.2
Carroll	1,897	392	20.7	431	22.7	384	20.2	276	14.5	188	9.9	108	5.7	118	6.2
Cecil	1,149	316	27.5	368	32.0	200	17.4	96	8.4	56	4.9	55	4.8	58	5.0
Charles	1,704	498	29.2	548	32.2	224	13.1	137	8.0	118	6.9	60	3.5	119	7.0
Dorchester	373	155	41.6	77	20.6	51	13.7	30	8.0	19	5.1	11	2.9	30	8.0
Frederick	2,704	591	21.9	608	22.5	474	17.5	347	12.8	286	10.6	198	7.3	200	7.4
Garrett	295	19	6.4	50	16.9	61	20.7	42	14.2	42	14.2	39	13.2	42	14.2
Harford	2,826	770	27.2	612	21.7	542	19.2	389	13.8	229	8.1	128	4.5	156	5.5
Howard	3,858	903	23.4	958	24.8	768	19.9	482	12.5	327	8.5	232	6.0	188	4.9
Kent	161	48	29.8	30	18.6	23	14.3	20	12.4	14	8.7	15	9.3	11	6.8
Montgomery	10,394	2,569	24.7	2,314	22.3	2,151	20.7	1,431	13.8	847	8.1	464	4.5	618	5.9
Prince George's	8,364	3,001	35.9	2,525	30.2	1,482	17.7	705	8.4	304	3.6	191	2.3	156	1.9
Queen Anne's	510	120	23.5	144	28.2	76	14.9	71	13.9	36	7.1	32	6.3	31	6.1
St. Mary's	1,069	236	22.1	261	24.4	215	20.1	126	11.8	81	7.6	60	5.6	90	8.4
SEED School	39	14	35.9	14	35.9	6	15.4	2	5.1	2	5.1	0	0.0	1	2.6
Somerset	224	63	28.1	70	31.3	38	17.0	21	9.4	7	3.1	11	4.9	14	6.3
Talbot	316	93	29.4	63	19.9	74	23.4	27	8.5	20	6.3	15	4.7	24	7.6
Washington	1,532	460	30.0	394	25.7	278	18.1	140	9.1	98	6.4	69	4.5	93	6.1
Wicomico	1,089	298	27.4	249	22.9	207	19.0	124	11.4	78	7.2	71	6.5	62	5.7
Worcester	594	112	18.9	111	18.7	125	21.0	87	14.6	51	8.6	43	7.2	65	10.9



**Table 15**  
**Number and Percent of Therapists by Years of Experience**  
**Maryland Public Schools: October 2013**

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>2,102</b>	<b>518</b>	<b>24.6</b>	<b>356</b>	<b>16.9</b>	<b>395</b>	<b>18.8</b>	<b>268</b>	<b>12.7</b>	<b>183</b>	<b>8.7</b>	<b>175</b>	<b>8.3</b>	<b>207</b>	<b>9.8</b>
Allegany	24	6	25.0	2	8.3	1	4.2	6	25.0	4	16.7	0	0.0	5	20.8
Anne Arundel	232	101	43.5	61	26.3	31	13.4	13	5.6	9	3.9	4	1.7	13	5.6
Baltimore City	186	68	36.6	32	17.2	36	19.4	9	4.8	6	3.2	8	4.3	27	14.5
Baltimore	307	110	35.8	56	18.2	53	17.3	41	13.4	11	3.6	12	3.9	24	7.8
Calvert	36	1	2.8	1	2.8	10	27.8	9	25.0	1	2.8	9	25.0	5	13.9
Caroline	5	0	0.0	1	20.0	0	0.0	0	0.0	1	20.0	1	20.0	2	40.0
Carroll	77	11	14.3	4	5.2	14	18.2	18	23.4	12	15.6	11	14.3	7	9.1
Cecil	30	17	56.7	3	10.0	2	6.7	1	3.3	3	10.0	2	6.7	2	6.7
Charles	31	2	6.5	2	6.5	4	12.9	5	16.1	5	16.1	7	22.6	6	19.4
Dorchester	5	3	60.0	0	0.0	0	0.0	1	20.0	0	0.0	0	0.0	1	20.0
Frederick	71	8	11.3	13	18.3	20	28.2	10	14.1	8	11.3	6	8.5	6	8.5
Garrett	5	0	0.0	0	0.0	0	0.0	1	20.0	3	60.0	0	0.0	1	20.0
Harford	88	20	22.7	13	14.8	18	20.5	7	8.0	8	9.1	13	14.8	9	10.2
Howard	186	25	13.4	32	17.2	30	16.1	25	13.4	30	16.1	22	11.8	22	11.8
Kent	4	3	75.0	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0
Montgomery	543	96	17.7	88	16.2	112	20.6	78	14.4	57	10.5	59	10.9	53	9.8
Prince George's	169	27	16.0	28	16.6	49	29.0	30	17.8	18	10.7	7	4.1	10	5.9
Queen Anne's	10	2	20.0	2	20.0	3	30.0	1	10.0	0	0.0	1	10.0	1	10.0
St. Mary's	21	0	0.0	6	28.6	0	0.0	4	19.0	2	9.5	5	23.8	4	19.0
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	4	1	25.0	0	0.0	0	0.0	2	50.0	0	0.0	1	25.0	0	0.0
Talbot	6	2	33.3	1	16.7	2	33.3	0	0.0	0	0.0	0	0.0	1	16.7
Washington	33	12	36.4	7	21.2	4	12.1	1	3.0	0	0.0	6	18.2	3	9.1
Wicomico	14	2	14.3	4	28.6	1	7.1	1	7.1	3	21.4	1	7.1	2	14.3
Worcester	14	1	7.1	0	0.0	4	28.6	4	28.6	2	14.3	0	0.0	3	21.4

**Table 16**  
**Number and Percent of Librarians by Years of Experience**  
**Maryland Public Schools: October 2013**

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>1,185</b>	<b>146</b>	<b>12.3</b>	<b>263</b>	<b>22.2</b>	<b>254</b>	<b>21.4</b>	<b>191</b>	<b>16.1</b>	<b>123</b>	<b>10.4</b>	<b>82</b>	<b>6.9</b>	<b>126</b>	<b>10.6</b>
Allegany	21	0	0.0	2	9.5	3	14.3	3	14.3	2	9.5	0	0.0	11	52.4
Anne Arundel	121	18	14.9	31	25.6	21	17.4	17	14.0	12	9.9	5	4.1	17	14.0
Baltimore City	87	6	6.9	23	26.4	21	24.1	13	14.9	8	9.2	4	4.6	12	13.8
Baltimore	161	14	8.7	40	24.8	46	28.6	25	15.5	14	8.7	8	5.0	14	8.7
Calvert	23	0	0.0	4	17.4	4	17.4	8	34.8	4	17.4	0	0.0	3	13.0
Caroline	9	0	0.0	1	11.1	1	11.1	2	22.2	3	33.3	1	11.1	1	11.1
Carroll	41	7	17.1	9	22.0	9	22.0	9	22.0	3	7.3	2	4.9	2	4.9
Cecil	23	4	17.4	9	39.1	4	17.4	2	8.7	3	13.0	1	4.3	0	0.0
Charles	32	9	28.1	2	6.3	5	15.6	6	18.8	3	9.4	3	9.4	4	12.5
Dorchester	10	2	20.0	0	0.0	4	40.0	2	20.0	1	10.0	0	0.0	1	10.0
Frederick	59	6	10.2	9	15.3	10	16.9	11	18.6	6	10.2	10	16.9	7	11.9
Garrett	2	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	1	50.0	0	0.0
Harford	64	12	18.8	22	34.4	8	12.5	12	18.8	4	6.3	1	1.6	5	7.8
Howard	98	13	13.3	28	28.6	18	18.4	18	18.4	12	12.2	4	4.1	5	5.1
Kent	3	1	33.3	0	0.0	0	0.0	1	33.3	0	0.0	1	33.3	0	0.0
Montgomery	194	22	11.3	32	16.5	40	20.6	33	17.0	22	11.3	22	11.3	23	11.9
Prince George's	122	21	17.2	38	31.1	30	24.6	11	9.0	12	9.8	7	5.7	3	2.5
Queen Anne's	9	1	11.1	1	11.1	4	44.4	1	11.1	0	0.0	1	11.1	1	11.1
St. Mary's	25	6	24.0	1	4.0	6	24.0	4	16.0	4	16.0	0	0.0	4	16.0
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	6	0	0.0	0	0.0	4	66.7	1	16.7	0	0.0	1	16.7	0	0.0
Talbot	6	0	0.0	1	16.7	3	50.0	1	16.7	0	0.0	0	0.0	1	16.7
Washington	39	4	10.3	6	15.4	4	10.3	8	20.5	3	7.7	6	15.4	8	20.5
Wicomico	17	0	0.0	2	11.8	7	41.2	3	17.6	1	5.9	2	11.8	2	11.8
Worcester	12	0	0.0	2	16.7	0	0.0	0	0.0	6	50.0	2	16.7	2	16.7

**Table 17**  
**Number and Percent of Guidance Counselors by Years of Experience**  
**Maryland Public Schools: October 2013**

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>2,375</b>	<b>439</b>	<b>18.5</b>	<b>535</b>	<b>22.5</b>	<b>486</b>	<b>20.5</b>	<b>368</b>	<b>15.5</b>	<b>216</b>	<b>9.1</b>	<b>139</b>	<b>5.9</b>	<b>192</b>	<b>8.1</b>
Allegany	27	4	14.8	5	18.5	3	11.1	7	25.9	4	14.8	2	7.4	2	7.4
Anne Arundel	219	52	23.7	50	22.8	49	22.4	31	14.2	9	4.1	11	5.0	17	7.8
Baltimore City	125	26	20.8	33	26.4	18	14.4	17	13.6	11	8.8	11	8.8	9	7.2
Baltimore	297	64	21.5	67	22.6	69	23.2	41	13.8	20	6.7	12	4.0	24	8.1
Calvert	43	4	9.3	12	27.9	4	9.3	5	11.6	10	23.3	4	9.3	4	9.3
Caroline	17	3	17.6	3	17.6	5	29.4	2	11.8	1	5.9	2	11.8	1	5.9
Carroll	88	15	17.0	15	17.0	20	22.7	15	17.0	9	10.2	6	6.8	8	9.1
Cecil	49	9	18.4	8	16.3	15	30.6	10	20.4	6	12.2	0	0.0	1	2.0
Charles	77	16	20.8	26	33.8	11	14.3	8	10.4	9	11.7	2	2.6	5	6.5
Dorchester	16	5	31.3	2	12.5	5	31.3	1	6.3	0	0.0	1	6.3	2	12.5
Frederick	116	9	7.8	25	21.6	15	12.9	14	12.1	22	19.0	14	12.1	17	14.7
Garrett	10	2	20.0	1	10.0	2	20.0	3	30.0	1	10.0	1	10.0	0	0.0
Harford	102	24	23.5	12	11.8	19	18.6	22	21.6	17	16.7	2	2.0	6	5.9
Howard	147	31	21.1	32	21.8	24	16.3	22	15.0	10	6.8	17	11.6	11	7.5
Kent	10	3	30.0	2	20.0	2	20.0	1	10.0	0	0.0	1	10.0	1	10.0
Montgomery	477	82	17.2	92	19.3	104	21.8	81	17.0	47	9.9	21	4.4	50	10.5
Prince George's	322	46	14.3	101	31.4	81	25.2	50	15.5	19	5.9	16	5.0	9	2.8
Queen Anne's	20	3	15.0	2	10.0	3	15.0	2	10.0	3	15.0	4	20.0	3	15.0
St. Mary's	44	6	13.6	12	27.3	12	27.3	3	6.8	6	13.6	1	2.3	4	9.1
SEED School	2	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	8	0	0.0	1	12.5	1	12.5	4	50.0	1	12.5	0	0.0	1	12.5
Talbot	16	2	12.5	2	12.5	4	25.0	1	6.3	2	12.5	0	0.0	5	31.3
Washington	55	17	30.9	11	20.0	8	14.5	12	21.8	1	1.8	4	7.3	2	3.6
Wicomico	67	8	11.9	19	28.4	12	17.9	11	16.4	6	9.0	3	4.5	8	11.9
Worcester	21	6	28.6	2	9.5	0	0.0	5	23.8	2	9.5	4	19.0	2	9.5

**Table 18**  
**Number and Percent of Psychological Personnel by Years of Experience**  
**Maryland Public Schools: October 2013**

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>772</b>	<b>194</b>	<b>25.1</b>	<b>177</b>	<b>22.9</b>	<b>159</b>	<b>20.6</b>	<b>108</b>	<b>14.0</b>	<b>48</b>	<b>6.2</b>	<b>30</b>	<b>3.9</b>	<b>56</b>	<b>7.3</b>
Allegany	7	1	14.3	0	0.0	4	57.1	1	14.3	0	0.0	0	0.0	1	14.3
Anne Arundel	71	16	22.5	23	32.4	8	11.3	5	7.0	7	9.9	4	5.6	8	11.3
Baltimore City	145	46	31.7	25	17.2	37	25.5	17	11.7	6	4.1	7	4.8	7	4.8
Baltimore	89	16	18.0	17	19.1	24	27.0	22	24.7	6	6.7	2	2.2	2	2.2
Calvert	14	4	28.6	3	21.4	1	7.1	3	21.4	1	7.1	1	7.1	1	7.1
Caroline	4	1	25.0	2	50.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	21	4	19.0	5	23.8	2	9.5	3	14.3	2	9.5	2	9.5	3	14.3
Cecil	11	8	72.7	3	27.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Charles	32	6	18.8	11	34.4	7	21.9	4	12.5	1	3.1	2	6.3	1	3.1
Dorchester	4	1	25.0	1	25.0	0	0.0	1	25.0	1	25.0	0	0.0	0	0.0
Frederick	22	1	4.5	5	22.7	5	22.7	7	31.8	2	9.1	1	4.5	1	4.5
Garrett	2	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0
Harford	37	12	32.4	8	21.6	4	10.8	6	16.2	2	5.4	1	2.7	4	10.8
Howard	68	11	16.2	17	25.0	20	29.4	13	19.1	1	1.5	2	2.9	4	5.9
Kent	3	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	2	66.7
Montgomery	103	21	20.4	15	14.6	19	18.4	15	14.6	11	10.7	5	4.9	17	16.5
Prince George's	95	33	34.7	29	30.5	18	18.9	8	8.4	5	5.3	0	0.0	2	2.1
Queen Anne's	6	1	16.7	3	50.0	0	0.0	0	0.0	1	16.7	1	16.7	0	0.0
St. Mary's	10	3	30.0	3	30.0	2	20.0	1	10.0	1	10.0	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	3	0	0.0	1	33.3	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	1	10.0	1	10.0	0	0.0	1	10.0	1	10.0
Wicomico	8	2	25.0	1	12.5	4	50.0	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