



# Professional Staff by Type of Degree and Years of Experience Maryland Public Schools October 2018



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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 15, 2018. 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, May 2018*. 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 2018**

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>81,587</b>	<b>1,777</b>	<b>2.2</b>	<b>16,615</b>	<b>20.4</b>	<b>32,410</b>	<b>39.7</b>	<b>9,828</b>	<b>12.0</b>	<b>19,116</b>	<b>23.4</b>	<b>587</b>	<b>0.7</b>	<b>1,254</b>	<b>1.5</b>
Allegany	798	21	2.6	71	8.9	524	65.7	81	10.2	84	10.5	4	0.5	13	1.6
Anne Arundel	7,473	125	1.7	1,172	15.7	3,605	48.2	773	10.3	1,634	21.9	43	0.6	121	1.6
Baltimore City	7,046	193	2.7	616	8.7	3,233	45.9	455	6.5	2,271	32.2	33	0.5	245	3.5
Baltimore	10,350	223	2.2	3,735	36.1	3,816	36.9	22	0.2	2,417	23.4	115	1.1	22	0.2
Calvert	1,395	41	2.9	138	9.9	728	52.2	0	0.0	420	30.1	27	1.9	41	2.9
Caroline	569	5	0.9	42	7.4	298	52.4	47	8.3	151	26.5	6	1.1	20	3.5
Carroll	2,293	15	0.7	582	25.4	651	28.4	414	18.1	572	24.9	30	1.3	29	1.3
Cecil	1,523	18	1.2	91	6.0	943	61.9	1	0.1	433	28.4	19	1.2	18	1.2
Charles	2,375	33	1.4	155	6.5	1,326	55.8	241	10.1	603	25.4	6	0.3	11	0.5
Dorchester	511	9	1.8	86	16.8	218	42.7	22	4.3	159	31.1	4	0.8	13	2.5
Frederick	3,633	32	0.9	990	27.3	1,203	33.1	359	9.9	998	27.5	21	0.6	30	0.8
Garrett	372	6	1.6	27	7.3	213	57.3	40	10.8	66	17.7	11	3.0	9	2.4
Harford	3,302	46	1.4	600	18.2	1,686	51.1	14	0.4	903	27.3	28	0.8	25	0.8
Howard	5,820	100	1.7	563	9.7	3,652	62.7	412	7.1	989	17.0	26	0.4	78	1.3
Kent	201	2	1.0	13	6.5	67	33.3	16	8.0	98	48.8	2	1.0	3	1.5
Montgomery	14,863	133	0.9	4,175	28.1	2,245	15.1	5,073	34.1	2,786	18.7	44	0.3	407	2.7
Prince George's	11,771	642	5.5	2,468	21.0	4,603	39.1	1,214	10.3	2,675	22.7	71	0.6	98	0.8
Queen Anne's	693	9	1.3	9	1.3	450	64.9	26	3.8	178	25.7	8	1.2	13	1.9
St. Mary's	1,467	33	2.2	3	0.2	950	64.8	0	0.0	453	30.9	17	1.2	11	0.7
SEED School	120	4	3.3	4	3.3	45	37.5	2	1.7	62	51.7	2	1.7	1	0.8
Somerset	354	5	1.4	20	5.6	176	49.7	6	1.7	130	36.7	10	2.8	7	2.0
Talbot	432	9	2.1	3	0.7	266	61.6	8	1.9	128	29.6	7	1.6	11	2.5
Washington	1,958	31	1.6	68	3.5	1,061	54.2	355	18.1	410	20.9	16	0.8	17	0.9
Wicomico	1,487	23	1.5	710	47.7	184	12.4	174	11.7	366	24.6	25	1.7	5	0.3
Worcester	781	19	2.4	274	35.1	267	34.2	73	9.3	130	16.6	12	1.5	6	0.8

\* 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 2018**

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>2,743</b>	<b>227</b>	<b>8.3</b>	<b>719</b>	<b>26.2</b>	<b>1,200</b>	<b>43.7</b>	<b>79</b>	<b>2.9</b>	<b>378</b>	<b>13.8</b>	<b>54</b>	<b>2.0</b>	<b>86</b>	<b>3.1</b>
Allegany	35	6	17.1	7	20.0	13	37.1	0	0.0	5	14.3	1	2.9	3	8.6
Anne Arundel	181	21	11.6	31	17.1	106	58.6	2	1.1	12	6.6	2	1.1	7	3.9
Baltimore City	392	23	5.9	65	16.6	244	62.2	5	1.3	44	11.2	0	0.0	11	2.8
Baltimore	420	13	3.1	182	43.3	99	23.6	0	0.0	88	21.0	33	7.9	5	1.2
Calvert	60	8	13.3	6	10.0	33	55.0	0	0.0	9	15.0	1	1.7	3	5.0
Caroline	31	2	6.5	6	19.4	14	45.2	1	3.2	7	22.6	0	0.0	1	3.2
Carroll	98	4	4.1	42	42.9	30	30.6	6	6.1	14	14.3	0	0.0	2	2.0
Cecil	66	7	10.6	11	16.7	22	33.3	0	0.0	14	21.2	2	3.0	10	15.2
Charles	91	4	4.4	10	11.0	63	69.2	3	3.3	8	8.8	1	1.1	2	2.2
Dorchester	29	5	17.2	7	24.1	10	34.5	0	0.0	6	20.7	0	0.0	1	3.4
Frederick	184	6	3.3	65	35.3	76	41.3	0	0.0	26	14.1	4	2.2	7	3.8
Garrett	17	2	11.8	2	11.8	6	35.3	0	0.0	6	35.3	1	5.9	0	0.0
Harford	116	9	7.8	24	20.7	60	51.7	0	0.0	23	19.8	0	0.0	0	0.0
Howard	193	17	8.8	33	17.1	98	50.8	2	1.0	30	15.5	0	0.0	13	6.7
Kent	11	1	9.1	5	45.5	2	18.2	0	0.0	2	18.2	0	0.0	1	9.1
Montgomery	259	14	5.4	110	42.5	62	23.9	48	18.5	22	8.5	0	0.0	3	1.2
Prince George's	197	47	23.9	50	25.4	81	41.1	10	5.1	7	3.6	0	0.0	2	1.0
Queen Anne's	22	2	9.1	1	4.5	14	63.6	1	4.5	3	13.6	0	0.0	1	4.5
St. Mary's	74	10	13.5	0	0.0	47	63.5	0	0.0	12	16.2	3	4.1	2	2.7
SEED School	11	0	0.0	0	0.0	7	63.6	0	0.0	4	36.4	0	0.0	0	0.0
Somerset	33	1	3.0	3	9.1	23	69.7	0	0.0	4	12.1	0	0.0	2	6.1
Talbot	44	3	6.8	0	0.0	24	54.5	0	0.0	7	15.9	4	9.1	6	13.6
Washington	85	10	11.8	5	5.9	50	58.8	0	0.0	15	17.6	2	2.4	3	3.5
Wicomico	70	9	12.9	42	60.0	10	14.3	1	1.4	7	10.0	0	0.0	1	1.4
Worcester	24	3	12.5	12	50.0	6	25.0	0	0.0	3	12.5	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 2018**

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>158</b>	<b>54</b>	<b>34.2</b>	<b>18</b>	<b>11.4</b>	<b>68</b>	<b>43.0</b>	<b>3</b>	<b>1.9</b>	<b>15</b>	<b>9.5</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Allegany	5	2	40.0	0	0.0	2	40.0	0	0.0	1	20.0	0	0.0	0	0.0
Anne Arundel	14	4	28.6	0	0.0	10	71.4	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	30	7	23.3	2	6.7	21	70.0	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore	13	1	7.7	1	7.7	3	23.1	0	0.0	8	61.5	0	0.0	0	0.0
Calvert	3	1	33.3	0	0.0	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	2	1	50.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0
Carroll	3	1	33.3	1	33.3	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Cecil	3	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Charles	4	1	25.0	0	0.0	3	75.0	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	9	4	44.4	3	33.3	0	0.0	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	5	1	20.0	1	20.0	2	40.0	0	0.0	1	20.0	0	0.0	0	0.0
Howard	9	4	44.4	1	11.1	3	33.3	0	0.0	1	11.1	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	13	3	23.1	3	23.1	6	46.2	0	0.0	1	7.7	0	0.0	0	0.0
Prince George's	16	6	37.5	0	0.0	8	50.0	2	12.5	0	0.0	0	0.0	0	0.0
Queen Anne's	2	1	50.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0
St. Mary's	5	4	80.0	0	0.0	1	20.0	0	0.0	0	0.0	0	0.0	0	0.0
SEED School	2	0	0.0	0	0.0	2	100.0	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	3	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	4	1	25.0	2	50.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	4	2	50.0	2	50.0	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 2018**

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>1,795</b>	<b>148</b>	<b>8.2</b>	<b>369</b>	<b>20.6</b>	<b>730</b>	<b>40.7</b>	<b>67</b>	<b>3.7</b>	<b>341</b>	<b>19.0</b>	<b>54</b>	<b>3.0</b>	<b>86</b>	<b>4.8</b>
Allegany	24	4	16.7	4	16.7	8	33.3	0	0.0	4	16.7	1	4.2	3	12.5
Anne Arundel	107	14	13.1	16	15.0	54	50.5	2	1.9	12	11.2	2	1.9	7	6.5
Baltimore City	170	12	7.1	13	7.6	88	51.8	4	2.4	42	24.7	0	0.0	11	6.5
Baltimore	266	8	3.0	84	31.6	59	22.2	0	0.0	77	28.9	33	12.4	5	1.9
Calvert	46	6	13.0	3	6.5	24	52.2	0	0.0	9	19.6	1	2.2	3	6.5
Caroline	27	1	3.7	5	18.5	13	48.1	1	3.7	6	22.2	0	0.0	1	3.7
Carroll	84	3	3.6	34	40.5	27	32.1	5	6.0	13	15.5	0	0.0	2	2.4
Cecil	60	4	6.7	10	16.7	20	33.3	0	0.0	14	23.3	2	3.3	10	16.7
Charles	64	3	4.7	2	3.1	45	70.3	3	4.7	8	12.5	1	1.6	2	3.1
Dorchester	22	3	13.6	6	27.3	6	27.3	0	0.0	6	27.3	0	0.0	1	4.5
Frederick	110	2	1.8	40	36.4	44	40.0	0	0.0	13	11.8	4	3.6	7	6.4
Garrett	12	2	16.7	0	0.0	5	41.7	0	0.0	4	33.3	1	8.3	0	0.0
Harford	91	8	8.8	21	23.1	40	44.0	0	0.0	22	24.2	0	0.0	0	0.0
Howard	157	13	8.3	22	14.0	78	49.7	2	1.3	29	18.5	0	0.0	13	8.3
Kent	9	0	0.0	5	55.6	2	22.2	0	0.0	1	11.1	0	0.0	1	11.1
Montgomery	170	11	6.5	47	27.6	48	28.2	41	24.1	20	11.8	0	0.0	3	1.8
Prince George's	122	30	24.6	21	17.2	54	44.3	8	6.6	7	5.7	0	0.0	2	1.6
Queen Anne's	18	1	5.6	0	0.0	13	72.2	0	0.0	3	16.7	0	0.0	1	5.6
St. Mary's	62	6	9.7	0	0.0	39	62.9	0	0.0	12	19.4	3	4.8	2	3.2
SEED School	8	0	0.0	0	0.0	4	50.0	0	0.0	4	50.0	0	0.0	0	0.0
Somerset	21	0	0.0	2	9.5	13	61.9	0	0.0	4	19.0	0	0.0	2	9.5
Talbot	30	1	3.3	0	0.0	13	43.3	0	0.0	6	20.0	4	13.3	6	20.0
Washington	55	8	14.5	2	3.6	25	45.5	0	0.0	15	27.3	2	3.6	3	5.5
Wicomico	43	7	16.3	24	55.8	3	7.0	1	2.3	7	16.3	0	0.0	1	2.3
Worcester	17	1	5.9	8	47.1	5	29.4	0	0.0	3	17.6	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 2018**

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>790</b>	<b>25</b>	<b>3.2</b>	<b>332</b>	<b>42.0</b>	<b>402</b>	<b>50.9</b>	<b>9</b>	<b>1.1</b>	<b>22</b>	<b>2.8</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	60	3	5.0	15	25.0	42	70.0	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	192	4	2.1	50	26.0	135	70.3	1	0.5	2	1.0	0	0.0	0	0.0
Baltimore	141	4	2.8	97	68.8	37	26.2	0	0.0	3	2.1	0	0.0	0	0.0
Calvert	11	1	9.1	3	27.3	7	63.6	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	2	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	11	0	0.0	7	63.6	2	18.2	1	9.1	1	9.1	0	0.0	0	0.0
Cecil	3	0	0.0	1	33.3	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Charles	23	0	0.0	8	34.8	15	65.2	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	6	1	16.7	1	16.7	4	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	65	0	0.0	22	33.8	32	49.2	0	0.0	11	16.9	0	0.0	0	0.0
Garrett	3	0	0.0	0	0.0	1	33.3	0	0.0	2	66.7	0	0.0	0	0.0
Harford	20	0	0.0	2	10.0	18	90.0	0	0.0	0	0.0	0	0.0	0	0.0
Howard	27	0	0.0	10	37.0	17	63.0	0	0.0	0	0.0	0	0.0	0	0.0
Kent	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Montgomery	76	0	0.0	60	78.9	8	10.5	7	9.2	1	1.3	0	0.0	0	0.0
Prince George's	59	11	18.6	29	49.2	19	32.2	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	7	0	0.0	0	0.0	7	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	10	0	0.0	1	10.0	9	90.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	11	0	0.0	0	0.0	10	90.9	0	0.0	1	9.1	0	0.0	0	0.0
Washington	27	0	0.0	3	11.1	24	88.9	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	23	1	4.3	16	69.6	6	26.1	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	3	0	0.0	2	66.7	1	33.3	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 2018**

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>1,422</b>	<b>161</b>	<b>11.3</b>	<b>330</b>	<b>23.2</b>	<b>741</b>	<b>52.1</b>	<b>116</b>	<b>8.2</b>	<b>74</b>	<b>5.2</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Allegany	21	1	4.8	6	28.6	14	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	123	4	3.3	32	26.0	87	70.7	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	174	15	8.6	33	19.0	116	66.7	6	3.4	4	2.3	0	0.0	0	0.0
Baltimore	168	36	21.4	32	19.0	42	25.0	0	0.0	58	34.5	0	0.0	0	0.0
Calvert	24	3	12.5	1	4.2	20	83.3	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	9	2	22.2	1	11.1	6	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	39	1	2.6	11	28.2	20	51.3	5	12.8	2	5.1	0	0.0	0	0.0
Cecil	29	3	10.3	5	17.2	21	72.4	0	0.0	0	0.0	0	0.0	0	0.0
Charles	37	1	2.7	9	24.3	27	73.0	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	13	0	0.0	4	30.8	9	69.2	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	67	5	7.5	37	55.2	24	35.8	0	0.0	1	1.5	0	0.0	0	0.0
Garrett	12	2	16.7	1	8.3	8	66.7	0	0.0	1	8.3	0	0.0	0	0.0
Harford	53	5	9.4	13	24.5	35	66.0	0	0.0	0	0.0	0	0.0	0	0.0
Howard	78	6	7.7	7	9.0	58	74.4	7	9.0	0	0.0	0	0.0	0	0.0
Kent	5	0	0.0	0	0.0	2	40.0	0	0.0	3	60.0	0	0.0	0	0.0
Montgomery	209	7	3.3	75	35.9	51	24.4	75	35.9	1	0.5	0	0.0	0	0.0
Prince George's	220	48	21.8	39	17.7	109	49.5	22	10.0	2	0.9	0	0.0	0	0.0
Queen Anne's	14	1	7.1	1	7.1	12	85.7	0	0.0	0	0.0	0	0.0	0	0.0
St. Mary's	27	7	25.9	0	0.0	20	74.1	0	0.0	0	0.0	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	10	0	0.0	0	0.0	8	80.0	0	0.0	2	20.0	0	0.0	0	0.0
Talbot	9	3	33.3	0	0.0	6	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Washington	41	5	12.2	0	0.0	35	85.4	1	2.4	0	0.0	0	0.0	0	0.0
Wicomico	25	1	4.0	19	76.0	5	20.0	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	14	4	28.6	4	28.6	6	42.9	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 2018**

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>2,198</b>	<b>88</b>	<b>4.0</b>	<b>576</b>	<b>26.2</b>	<b>1,139</b>	<b>51.8</b>	<b>186</b>	<b>8.5</b>	<b>131</b>	<b>6.0</b>	<b>73</b>	<b>3.3</b>	<b>5</b>	<b>0.2</b>
Allegany	19	2	10.5	1	5.3	16	84.2	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	191	7	3.7	54	28.3	119	62.3	0	0.0	3	1.6	3	1.6	5	2.6
Baltimore City	199	6	3.0	37	18.6	145	72.9	5	2.5	6	3.0	0	0.0	0	0.0
Baltimore	283	0	0.0	24	8.5	98	34.6	0	0.0	91	32.2	70	24.7	0	0.0
Calvert	50	2	4.0	5	10.0	43	86.0	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	13	0	0.0	1	7.7	12	92.3	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	49	0	0.0	21	42.9	16	32.7	12	24.5	0	0.0	0	0.0	0	0.0
Cecil	38	1	2.6	4	10.5	33	86.8	0	0.0	0	0.0	0	0.0	0	0.0
Charles	94	4	4.3	13	13.8	75	79.8	1	1.1	1	1.1	0	0.0	0	0.0
Dorchester	17	1	5.9	3	17.6	13	76.5	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	91	1	1.1	43	47.3	38	41.8	1	1.1	8	8.8	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	90	3	3.3	27	30.0	60	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Howard	143	8	5.6	23	16.1	108	75.5	4	2.8	0	0.0	0	0.0	0	0.0
Kent	3	0	0.0	0	0.0	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0
Montgomery	321	2	0.6	121	37.7	55	17.1	135	42.1	8	2.5	0	0.0	0	0.0
Prince George's	409	44	10.8	155	37.9	172	42.1	27	6.6	11	2.7	0	0.0	0	0.0
Queen Anne's	11	0	0.0	0	0.0	10	90.9	0	0.0	1	9.1	0	0.0	0	0.0
St. Mary's	46	1	2.2	0	0.0	45	97.8	0	0.0	0	0.0	0	0.0	0	0.0
SEED School	2	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	11	0	0.0	2	18.2	9	81.8	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	11	0	0.0	0	0.0	10	90.9	0	0.0	1	9.1	0	0.0	0	0.0
Washington	47	1	2.1	1	2.1	44	93.6	1	2.1	0	0.0	0	0.0	0	0.0
Wicomico	38	1	2.6	33	86.8	4	10.5	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	16	4	25.0	7	43.8	5	31.3	0	0.0	0	0.0	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 2018**

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>61,249</b>	<b>787</b>	<b>1.3</b>	<b>11,140</b>	<b>18.2</b>	<b>23,836</b>	<b>38.9</b>	<b>8,576</b>	<b>14.0</b>	<b>16,630</b>	<b>27.2</b>	<b>57</b>	<b>0.1</b>	<b>223</b>	<b>0.4</b>
Allegany	598	8	1.3	32	5.4	404	67.6	75	12.5	70	11.7	1	0.2	8	1.3
Anne Arundel	5,689	64	1.1	764	13.4	2,641	46.4	727	12.8	1,471	25.9	4	0.1	18	0.3
Baltimore City	4,940	81	1.6	321	6.5	2,077	42.0	385	7.8	2,030	41.1	7	0.1	39	0.8
Baltimore	7,469	51	0.7	2,481	33.2	2,972	39.8	15	0.2	1,950	26.1	0	0.0	0	0.0
Calvert	1,007	18	1.8	84	8.3	524	52.0	0	0.0	370	36.7	4	0.4	7	0.7
Caroline	422	1	0.2	26	6.2	216	51.2	40	9.5	133	31.5	0	0.0	6	1.4
Carroll	1,769	5	0.3	396	22.4	478	27.0	376	21.3	504	28.5	2	0.1	8	0.5
Cecil	1,168	6	0.5	45	3.9	727	62.2	1	0.1	385	33.0	1	0.1	3	0.3
Charles	1,773	16	0.9	70	3.9	893	50.4	218	12.3	571	32.2	2	0.1	3	0.2
Dorchester	381	2	0.5	50	13.1	156	40.9	22	5.8	141	37.0	1	0.3	9	2.4
Frederick	2,680	12	0.4	609	22.7	829	30.9	326	12.2	896	33.4	4	0.1	4	0.1
Garrett	285	1	0.4	16	5.6	172	60.4	39	13.7	49	17.2	2	0.7	6	2.1
Harford	2,558	15	0.6	438	17.1	1,282	50.1	14	0.5	797	31.2	2	0.1	10	0.4
Howard	4,339	42	1.0	373	8.6	2,736	63.1	379	8.7	806	18.6	0	0.0	3	0.1
Kent	167	1	0.6	7	4.2	56	33.5	16	9.6	85	50.9	0	0.0	2	1.2
Montgomery	11,278	69	0.6	2,824	25.0	1,656	14.7	4,279	37.9	2,391	21.2	7	0.1	52	0.5
Prince George's	9,334	353	3.8	1,831	19.6	3,637	39.0	1,080	11.6	2,403	25.7	9	0.1	21	0.2
Queen Anne's	518	4	0.8	4	0.8	332	64.1	22	4.2	150	29.0	0	0.0	6	1.2
St. Mary's	1,081	9	0.8	1	0.1	665	61.5	0	0.0	397	36.7	3	0.3	6	0.6
SEED School	44	3	6.8	1	2.3	25	56.8	1	2.3	14	31.8	0	0.0	0	0.0
Somerset	236	3	1.3	4	1.7	109	46.2	6	2.5	110	46.6	2	0.8	2	0.8
Talbot	320	1	0.3	2	0.6	194	60.6	8	2.5	113	35.3	0	0.0	2	0.6
Washington	1,464	7	0.5	42	2.9	717	49.0	315	21.5	376	25.7	3	0.2	4	0.3
Wicomico	1,142	10	0.9	521	45.6	130	11.4	162	14.2	315	27.6	3	0.3	1	0.1
Worcester	587	5	0.9	198	33.7	208	35.4	70	11.9	103	17.5	0	0.0	3	0.5

**Table 6**  
**Number and Percent of Therapists by Type of Degree**  
**Maryland Public Schools: October 2018**

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>2,162</b>	<b>115</b>	<b>5.3</b>	<b>679</b>	<b>31.4</b>	<b>1,090</b>	<b>50.4</b>	<b>116</b>	<b>5.4</b>	<b>153</b>	<b>7.1</b>	<b>9</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>
Allegany	27	2	7.4	3	11.1	19	70.4	2	7.4	1	3.7	0	0.0	0	0.0
Anne Arundel	240	5	2.1	2	0.8	197	82.1	1	0.4	35	14.6	0	0.0	0	0.0
Baltimore City	174	8	4.6	11	6.3	136	78.2	7	4.0	12	6.9	0	0.0	0	0.0
Baltimore	303	28	9.2	158	52.1	106	35.0	0	0.0	11	3.6	0	0.0	0	0.0
Calvert	49	2	4.1	5	10.2	35	71.4	0	0.0	7	14.3	0	0.0	0	0.0
Caroline	4	0	0.0	1	25.0	3	75.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	72	1	1.4	21	29.2	39	54.2	2	2.8	5	6.9	4	5.6	0	0.0
Cecil	26	0	0.0	1	3.8	23	88.5	0	0.0	2	7.7	0	0.0	0	0.0
Charles	23	0	0.0	4	17.4	14	60.9	2	8.7	3	13.0	0	0.0	0	0.0
Dorchester	5	0	0.0	2	40.0	3	60.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	78	0	0.0	28	35.9	48	61.5	1	1.3	1	1.3	0	0.0	0	0.0
Garrett	9	0	0.0	5	55.6	4	44.4	0	0.0	0	0.0	0	0.0	0	0.0
Harford	87	7	8.0	4	4.6	65	74.7	0	0.0	10	11.5	1	1.1	0	0.0
Howard	196	8	4.1	9	4.6	166	84.7	6	3.1	7	3.6	0	0.0	0	0.0
Kent	6	0	0.0	0	0.0	2	33.3	0	0.0	4	66.7	0	0.0	0	0.0
Montgomery	579	6	1.0	349	60.3	117	20.2	78	13.5	29	5.0	0	0.0	0	0.0
Prince George's	170	45	26.5	59	34.7	45	26.5	13	7.6	8	4.7	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	19	1	5.3	1	5.3	14	73.7	0	0.0	3	15.8	0	0.0	0	0.0
SEED School	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Somerset	7	0	0.0	3	42.9	0	0.0	0	0.0	3	42.9	1	14.3	0	0.0
Talbot	7	0	0.0	0	0.0	6	85.7	0	0.0	1	14.3	0	0.0	0	0.0
Washington	39	1	2.6	1	2.6	29	74.4	1	2.6	4	10.3	3	7.7	0	0.0
Wicomico	14	0	0.0	6	42.9	3	21.4	2	14.3	3	21.4	0	0.0	0	0.0
Worcester	16	1	6.3	6	37.5	7	43.8	1	6.3	1	6.3	0	0.0	0	0.0

**Table 7**  
**Number and Percent of Librarians by Type of Degree**  
**Maryland Public Schools: October 2018**

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>1,172</b>	<b>19</b>	<b>1.6</b>	<b>471</b>	<b>40.2</b>	<b>510</b>	<b>43.5</b>	<b>86</b>	<b>7.3</b>	<b>85</b>	<b>7.3</b>	<b>1</b>	<b>0.1</b>	<b>0</b>	<b>0.0</b>
Allegany	15	0	0.0	5	33.3	8	53.3	2	13.3	0	0.0	0	0.0	0	0.0
Anne Arundel	138	1	0.7	54	39.1	72	52.2	5	3.6	6	4.3	0	0.0	0	0.0
Baltimore City	57	4	7.0	12	21.1	30	52.6	4	7.0	7	12.3	0	0.0	0	0.0
Baltimore	162	0	0.0	106	65.4	47	29.0	0	0.0	9	5.6	0	0.0	0	0.0
Calvert	22	2	9.1	8	36.4	12	54.5	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	8	0	0.0	3	37.5	5	62.5	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	40	0	0.0	16	40.0	18	45.0	3	7.5	3	7.5	0	0.0	0	0.0
Cecil	26	0	0.0	3	11.5	20	76.9	0	0.0	3	11.5	0	0.0	0	0.0
Charles	32	0	0.0	13	40.6	18	56.3	0	0.0	1	3.1	0	0.0	0	0.0
Dorchester	9	0	0.0	8	88.9	1	11.1	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	62	0	0.0	25	40.3	29	46.8	0	0.0	8	12.9	0	0.0	0	0.0
Garrett	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	58	0	0.0	17	29.3	38	65.5	0	0.0	3	5.2	0	0.0	0	0.0
Howard	99	1	1.0	33	33.3	62	62.6	0	0.0	3	3.0	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	201	3	1.5	93	46.3	24	11.9	53	26.4	28	13.9	0	0.0	0	0.0
Prince George's	126	7	5.6	42	33.3	61	48.4	10	7.9	6	4.8	0	0.0	0	0.0
Queen Anne's	10	0	0.0	0	0.0	6	60.0	1	10.0	2	20.0	1	10.0	0	0.0
St. Mary's	27	0	0.0	0	0.0	25	92.6	0	0.0	2	7.4	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	2	33.3	4	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	3	0	0.0	0	0.0	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	37	1	2.7	6	16.2	21	56.8	7	18.9	2	5.4	0	0.0	0	0.0
Wicomico	20	0	0.0	15	75.0	3	15.0	1	5.0	1	5.0	0	0.0	0	0.0
Worcester	12	0	0.0	8	66.7	3	25.0	0	0.0	1	8.3	0	0.0	0	0.0

**Table 8**  
**Number and Percent of Guidance Counselors by Type of Degree**  
**Maryland Public Schools: October 2018**

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>2,509</b>	<b>38</b>	<b>1.5</b>	<b>1,007</b>	<b>40.1</b>	<b>1,297</b>	<b>51.7</b>	<b>91</b>	<b>3.6</b>	<b>76</b>	<b>3.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Allegany	27	1	3.7	5	18.5	21	77.8	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	222	2	0.9	125	56.3	95	42.8	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	95	1	1.1	18	18.9	74	77.9	1	1.1	1	1.1	0	0.0	0	0.0
Baltimore	335	2	0.6	214	63.9	116	34.6	3	0.9	0	0.0	0	0.0	0	0.0
Calvert	42	3	7.1	13	31.0	26	61.9	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	17	0	0.0	2	11.8	15	88.2	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	82	0	0.0	55	67.1	25	30.5	2	2.4	0	0.0	0	0.0	0	0.0
Cecil	51	0	0.0	9	17.6	42	82.4	0	0.0	0	0.0	0	0.0	0	0.0
Charles	81	1	1.2	7	8.6	72	88.9	0	0.0	1	1.2	0	0.0	0	0.0
Dorchester	18	0	0.0	4	22.2	14	77.8	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	121	1	0.8	59	48.8	54	44.6	0	0.0	7	5.8	0	0.0	0	0.0
Garrett	12	0	0.0	0	0.0	12	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	100	2	2.0	31	31.0	67	67.0	0	0.0	0	0.0	0	0.0	0	0.0
Howard	161	1	0.6	23	14.3	134	83.2	1	0.6	2	1.2	0	0.0	0	0.0
Kent	5	0	0.0	0	0.0	3	60.0	0	0.0	2	40.0	0	0.0	0	0.0
Montgomery	530	2	0.4	288	54.3	126	23.8	70	13.2	44	8.3	0	0.0	0	0.0
Prince George's	373	19	5.1	98	26.3	232	62.2	10	2.7	14	3.8	0	0.0	0	0.0
Queen Anne's	20	0	0.0	2	10.0	18	90.0	0	0.0	0	0.0	0	0.0	0	0.0
St. Mary's	48	2	4.2	0	0.0	44	91.7	0	0.0	2	4.2	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	8	0	0.0	2	25.0	6	75.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	15	0	0.0	0	0.0	15	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	58	0	0.0	5	8.6	53	91.4	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	65	1	1.5	35	53.8	22	33.8	4	6.2	3	4.6	0	0.0	0	0.0
Worcester	23	0	0.0	12	52.2	11	47.8	0	0.0	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 2018**

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>798</b>	<b>152</b>	<b>19.0</b>	<b>327</b>	<b>41.0</b>	<b>293</b>	<b>36.7</b>	<b>10</b>	<b>1.3</b>	<b>16</b>	<b>2.0</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	74	12	16.2	10	13.5	52	70.3	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	141	26	18.4	44	31.2	68	48.2	0	0.0	3	2.1	0	0.0	0	0.0
Baltimore	101	34	33.7	61	60.4	6	5.9	0	0.0	0	0.0	0	0.0	0	0.0
Calvert	13	2	15.4	8	61.5	3	23.1	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	4	0	0.0	1	25.0	3	75.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	17	4	23.5	4	23.5	8	47.1	0	0.0	1	5.9	0	0.0	0	0.0
Cecil	10	1	10.0	8	80.0	1	10.0	0	0.0	0	0.0	0	0.0	0	0.0
Charles	34	3	8.8	12	35.3	19	55.9	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	4	0	0.0	3	75.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	26	7	26.9	7	26.9	12	46.2	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	33	2	6.1	12	36.4	19	57.6	0	0.0	0	0.0	0	0.0	0	0.0
Howard	74	15	20.3	15	20.3	43	58.1	0	0.0	1	1.4	0	0.0	0	0.0
Kent	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	122	15	12.3	77	63.1	12	9.8	9	7.4	9	7.4	0	0.0	0	0.0
Prince George's	91	25	27.5	41	45.1	22	24.2	1	1.1	2	2.2	0	0.0	0	0.0
Queen Anne's	4	1	25.0	0	0.0	3	75.0	0	0.0	0	0.0	0	0.0	0	0.0
St. Mary's	12	2	16.7	0	0.0	10	83.3	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	3	1	33.3	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	11	1	9.1	2	18.2	8	72.7	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	9	0	0.0	9	100.0	0	0.0	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 2018**

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>81,587</b>	<b>23,410</b>	<b>28.7</b>	<b>13,209</b>	<b>16.2</b>	<b>15,258</b>	<b>18.7</b>	<b>12,986</b>	<b>15.9</b>	<b>8,351</b>	<b>10.2</b>	<b>4,134</b>	<b>5.1</b>	<b>4,239</b>	<b>5.2</b>
Allegany	798	111	13.9	92	11.5	147	18.4	147	18.4	130	16.3	72	9.0	99	12.4
Anne Arundel	7,473	2,024	27.1	1,382	18.5	1,334	17.9	1,129	15.1	790	10.6	374	5.0	440	5.9
Baltimore City	7,046	2,071	29.4	1,328	18.8	1,160	16.5	1,239	17.6	637	9.0	235	3.3	376	5.3
Baltimore	10,350	3,899	37.7	1,687	16.3	1,884	18.2	1,476	14.3	799	7.7	349	3.4	256	2.5
Calvert	1,395	180	12.9	133	9.5	276	19.8	298	21.4	245	17.6	166	11.9	97	7.0
Caroline	569	139	24.4	97	17.0	100	17.6	83	14.6	64	11.2	45	7.9	41	7.2
Carroll	2,293	415	18.1	313	13.7	413	18.0	429	18.7	340	14.8	218	9.5	165	7.2
Cecil	1,523	346	22.7	254	16.7	354	23.2	244	16.0	166	10.9	82	5.4	77	5.1
Charles	2,375	733	30.9	356	15.0	521	21.9	300	12.6	177	7.5	160	6.7	128	5.4
Dorchester	511	195	38.2	104	20.4	67	13.1	64	12.5	42	8.2	23	4.5	16	3.1
Frederick	3,633	896	24.7	493	13.6	651	17.9	551	15.2	435	12.0	294	8.1	313	8.6
Garrett	372	84	22.6	33	8.9	53	14.2	72	19.4	56	15.1	40	10.8	34	9.1
Harford	3,302	786	23.8	495	15.0	631	19.1	539	16.3	472	14.3	201	6.1	178	5.4
Howard	5,820	1,148	19.7	1,019	17.5	1,237	21.3	1,045	18.0	678	11.6	331	5.7	362	6.2
Kent	201	75	37.3	38	18.9	21	10.4	15	7.5	24	11.9	15	7.5	13	6.5
Montgomery	14,863	3,262	21.9	2,539	17.1	2,852	19.2	2,645	17.8	1,796	12.1	829	5.6	940	6.3
Prince George's	11,771	5,340	45.4	1,563	13.3	2,119	18.0	1,479	12.6	737	6.3	282	2.4	251	2.1
Queen Anne's	693	142	20.5	126	18.2	160	23.1	95	13.7	87	12.6	39	5.6	44	6.3
St. Mary's	1,467	322	21.9	248	16.9	285	19.4	272	18.5	154	10.5	96	6.5	90	6.1
SEED School	120	74	61.7	26	21.7	14	11.7	3	2.5	2	1.7	0	0.0	1	0.8
Somerset	354	130	36.7	37	10.5	70	19.8	55	15.5	28	7.9	8	2.3	26	7.3
Talbot	432	87	20.1	85	19.7	82	19.0	88	20.4	41	9.5	21	4.9	28	6.5
Washington	1,958	397	20.3	387	19.8	431	22.0	353	18.0	190	9.7	111	5.7	89	4.5
Wicomico	1,487	374	25.2	246	16.5	268	18.0	240	16.1	166	11.2	90	6.1	103	6.9
Worcester	781	180	23.0	128	16.4	128	16.4	125	16.0	95	12.2	53	6.8	72	9.2

\* 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 2018**

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>2,743</b>	<b>597</b>	<b>21.8</b>	<b>265</b>	<b>9.7</b>	<b>363</b>	<b>13.2</b>	<b>506</b>	<b>18.4</b>	<b>435</b>	<b>15.9</b>	<b>269</b>	<b>9.8</b>	<b>308</b>	<b>11.2</b>
Allegany	35	3	8.6	2	5.7	4	11.4	3	8.6	6	17.1	9	25.7	8	22.9
Anne Arundel	181	6	3.3	16	8.8	22	12.2	31	17.1	41	22.7	31	17.1	34	18.8
Baltimore City	392	58	14.8	58	14.8	49	12.5	104	26.5	65	16.6	19	4.8	39	9.9
Baltimore	420	234	55.7	61	14.5	66	15.7	44	10.5	12	2.9	2	0.5	1	0.2
Calvert	60	1	1.7	1	1.7	10	16.7	11	18.3	17	28.3	10	16.7	10	16.7
Caroline	31	5	16.1	0	0.0	5	16.1	7	22.6	2	6.5	5	16.1	7	22.6
Carroll	98	0	0.0	6	6.1	7	7.1	17	17.3	24	24.5	21	21.4	23	23.5
Cecil	66	15	22.7	3	4.5	14	21.2	12	18.2	8	12.1	3	4.5	11	16.7
Charles	91	7	7.7	6	6.6	14	15.4	16	17.6	15	16.5	18	19.8	15	16.5
Dorchester	29	10	34.5	4	13.8	0	0.0	6	20.7	5	17.2	4	13.8	0	0.0
Frederick	184	33	17.9	18	9.8	24	13.0	33	17.9	30	16.3	14	7.6	32	17.4
Garrett	17	1	5.9	3	17.6	2	11.8	2	11.8	1	5.9	4	23.5	4	23.5
Harford	116	12	10.3	6	5.2	18	15.5	22	19.0	30	25.9	16	13.8	12	10.3
Howard	193	61	31.6	10	5.2	32	16.6	30	15.5	27	14.0	23	11.9	10	5.2
Kent	11	3	27.3	1	9.1	0	0.0	2	18.2	0	0.0	4	36.4	1	9.1
Montgomery	259	30	11.6	21	8.1	18	6.9	52	20.1	54	20.8	35	13.5	49	18.9
Prince George's	197	54	27.4	18	9.1	23	11.7	37	18.8	36	18.3	15	7.6	14	7.1
Queen Anne's	22	4	18.2	1	4.5	2	9.1	4	18.2	5	22.7	2	9.1	4	18.2
St. Mary's	74	8	10.8	5	6.8	11	14.9	19	25.7	10	13.5	12	16.2	9	12.2
SEED School	11	5	45.5	2	18.2	3	27.3	0	0.0	1	9.1	0	0.0	0	0.0
Somerset	33	11	33.3	3	9.1	3	9.1	7	21.2	5	15.2	1	3.0	3	9.1
Talbot	44	4	9.1	3	6.8	6	13.6	9	20.5	8	18.2	5	11.4	9	20.5
Washington	85	12	14.1	5	5.9	16	18.8	22	25.9	19	22.4	6	7.1	5	5.9
Wicomico	70	8	11.4	10	14.3	12	17.1	14	20.0	11	15.7	10	14.3	5	7.1
Worcester	24	12	50.0	2	8.3	2	8.3	2	8.3	3	12.5	0	0.0	3	12.5

\* 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 2018**

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>158</b>	<b>52</b>	<b>32.9</b>	<b>8</b>	<b>5.1</b>	<b>9</b>	<b>5.7</b>	<b>16</b>	<b>10.1</b>	<b>18</b>	<b>11.4</b>	<b>24</b>	<b>15.2</b>	<b>31</b>	<b>19.6</b>
Allegany	5	1	20.0	1	20.0	0	0.0	0	0.0	0	0.0	1	20.0	2	40.0
Anne Arundel	14	0	0.0	0	0.0	0	0.0	2	14.3	2	14.3	7	50.0	3	21.4
Baltimore City	30	10	33.3	3	10.0	4	13.3	6	20.0	4	13.3	0	0.0	3	10.0
Baltimore	13	11	84.6	1	7.7	1	7.7	0	0.0	0	0.0	0	0.0	0	0.0
Calvert	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0
Caroline	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0
Carroll	3	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	1	33.3	1	33.3
Cecil	3	0	0.0	1	33.3	0	0.0	1	33.3	1	33.3	0	0.0	0	0.0
Charles	4	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0	3	75.0
Dorchester	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	9	2	22.2	0	0.0	0	0.0	0	0.0	0	0.0	2	22.2	5	55.6
Garrett	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0
Harford	5	2	40.0	1	20.0	0	0.0	0	0.0	1	20.0	0	0.0	1	20.0
Howard	9	7	77.8	1	11.1	0	0.0	0	0.0	1	11.1	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	13	4	30.8	0	0.0	0	0.0	4	30.8	1	7.7	1	7.7	3	23.1
Prince George's	16	6	37.5	0	0.0	1	6.3	1	6.3	2	12.5	5	31.3	1	6.3
Queen Anne's	2	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
St. Mary's	5	0	0.0	0	0.0	0	0.0	1	20.0	1	20.0	3	60.0	0	0.0
SEED School	2	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	2	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	3	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	2	66.7
Washington	3	0	0.0	0	0.0	0	0.0	0	0.0	2	66.7	0	0.0	1	33.3
Wicomico	4	1	25.0	0	0.0	0	0.0	1	25.0	0	0.0	1	25.0	1	25.0
Worcester	4	3	75.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0

**Table 11b**  
**Number and Percent of Administrative Office Staff - Directors, Coordinators,**  
**Supervisors, and Other Administrators by Years of Experience**  
**Maryland Public Schools: October 2018**

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>1,795</b>	<b>417</b>	<b>23.2</b>	<b>162</b>	<b>9.0</b>	<b>228</b>	<b>12.7</b>	<b>310</b>	<b>17.3</b>	<b>278</b>	<b>15.5</b>	<b>189</b>	<b>10.5</b>	<b>211</b>	<b>11.8</b>
Allegany	24	2	8.3	0	0.0	2	8.3	3	12.5	5	20.8	7	29.2	5	20.8
Anne Arundel	107	4	3.7	6	5.6	15	14.0	18	16.8	23	21.5	16	15.0	25	23.4
Baltimore City	170	40	23.5	34	20.0	19	11.2	39	22.9	13	7.6	5	2.9	20	11.8
Baltimore	266	168	63.2	42	15.8	27	10.2	20	7.5	6	2.3	2	0.8	1	0.4
Calvert	46	1	2.2	1	2.2	9	19.6	7	15.2	12	26.1	10	21.7	6	13.0
Caroline	27	5	18.5	0	0.0	4	14.8	6	22.2	2	7.4	3	11.1	7	25.9
Carroll	84	0	0.0	6	7.1	5	6.0	13	15.5	21	25.0	18	21.4	21	25.0
Cecil	60	15	25.0	2	3.3	14	23.3	11	18.3	6	10.0	3	5.0	9	15.0
Charles	64	5	7.8	3	4.7	10	15.6	12	18.8	10	15.6	14	21.9	10	15.6
Dorchester	22	5	22.7	3	13.6	0	0.0	6	27.3	4	18.2	4	18.2	0	0.0
Frederick	110	14	12.7	9	8.2	15	13.6	21	19.1	24	21.8	7	6.4	20	18.2
Garrett	12	1	8.3	2	16.7	1	8.3	2	16.7	0	0.0	3	25.0	3	25.0
Harford	91	4	4.4	5	5.5	15	16.5	19	20.9	26	28.6	15	16.5	7	7.7
Howard	157	49	31.2	9	5.7	29	18.5	21	13.4	21	13.4	19	12.1	9	5.7
Kent	9	1	11.1	1	11.1	0	0.0	2	22.2	0	0.0	4	44.4	1	11.1
Montgomery	170	22	12.9	13	7.6	13	7.6	30	17.6	38	22.4	25	14.7	29	17.1
Prince George's	122	37	30.3	5	4.1	15	12.3	24	19.7	25	20.5	9	7.4	7	5.7
Queen Anne's	18	3	16.7	1	5.6	1	5.6	3	16.7	4	22.2	2	11.1	4	22.2
St. Mary's	62	6	9.7	4	6.5	11	17.7	17	27.4	7	11.3	8	12.9	9	14.5
SEED School	8	4	50.0	2	25.0	1	12.5	0	0.0	1	12.5	0	0.0	0	0.0
Somerset	21	4	19.0	3	14.3	1	4.8	5	23.8	4	19.0	1	4.8	3	14.3
Talbot	30	3	10.0	1	3.3	3	10.0	8	26.7	4	13.3	4	13.3	7	23.3
Washington	55	11	20.0	2	3.6	9	16.4	14	25.5	11	20.0	4	7.3	4	7.3
Wicomico	43	5	11.6	6	14.0	7	16.3	7	16.3	9	20.9	6	14.0	3	7.0
Worcester	17	8	47.1	2	11.8	2	11.8	2	11.8	2	11.8	0	0.0	1	5.9

**Table 11c**  
**Number and Percent of Student Personnel - Pupil Personnel Workers and**  
**School Social Workers by Years of Experience**  
**Maryland Public Schools: October 2018**

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>790</b>	<b>128</b>	<b>16.2</b>	<b>95</b>	<b>12.0</b>	<b>126</b>	<b>15.9</b>	<b>180</b>	<b>22.8</b>	<b>139</b>	<b>17.6</b>	<b>56</b>	<b>7.1</b>	<b>66</b>	<b>8.4</b>
Allegany	6	0	0.0	1	16.7	2	33.3	0	0.0	1	16.7	1	16.7	1	16.7
Anne Arundel	60	2	3.3	10	16.7	7	11.7	11	18.3	16	26.7	8	13.3	6	10.0
Baltimore City	192	8	4.2	21	10.9	26	13.5	59	30.7	48	25.0	14	7.3	16	8.3
Baltimore	141	55	39.0	18	12.8	38	27.0	24	17.0	6	4.3	0	0.0	0	0.0
Calvert	11	0	0.0	0	0.0	1	9.1	4	36.4	5	45.5	0	0.0	1	9.1
Caroline	2	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0
Carroll	11	0	0.0	0	0.0	2	18.2	4	36.4	2	18.2	2	18.2	1	9.1
Cecil	3	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	2	66.7
Charles	23	2	8.7	3	13.0	4	17.4	4	17.4	4	17.4	4	17.4	2	8.7
Dorchester	6	4	66.7	1	16.7	0	0.0	0	0.0	1	16.7	0	0.0	0	0.0
Frederick	65	17	26.2	9	13.8	9	13.8	12	18.5	6	9.2	5	7.7	7	10.8
Garrett	3	0	0.0	1	33.3	1	33.3	0	0.0	1	33.3	0	0.0	0	0.0
Harford	20	6	30.0	0	0.0	3	15.0	3	15.0	3	15.0	1	5.0	4	20.0
Howard	27	5	18.5	0	0.0	3	11.1	9	33.3	5	18.5	4	14.8	1	3.7
Kent	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	76	4	5.3	8	10.5	5	6.6	18	23.7	15	19.7	9	11.8	17	22.4
Prince George's	59	11	18.6	13	22.0	7	11.9	12	20.3	9	15.3	1	1.7	6	10.2
Queen Anne's	2	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0
St. Mary's	7	2	28.6	1	14.3	0	0.0	1	14.3	2	28.6	1	14.3	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	10	5	50.0	0	0.0	2	20.0	2	20.0	1	10.0	0	0.0	0	0.0
Talbot	11	1	9.1	2	18.2	3	27.3	1	9.1	3	27.3	1	9.1	0	0.0
Washington	27	1	3.7	3	11.1	7	25.9	8	29.6	6	22.2	2	7.4	0	0.0
Wicomico	23	2	8.7	4	17.4	5	21.7	6	26.1	2	8.7	3	13.0	1	4.3
Worcester	3	1	33.3	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	1	33.3

**Table 12**  
**Number and Percent of School Principals by Years of Experience**  
**Maryland Public Schools: October 2018**

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>1,422</b>	<b>155</b>	<b>10.9</b>	<b>101</b>	<b>7.1</b>	<b>209</b>	<b>14.7</b>	<b>303</b>	<b>21.3</b>	<b>324</b>	<b>22.8</b>	<b>154</b>	<b>10.8</b>	<b>176</b>	<b>12.4</b>
Allegany	21	0	0.0	0	0.0	0	0.0	1	4.8	11	52.4	2	9.5	7	33.3
Anne Arundel	123	0	0.0	2	1.6	20	16.3	27	22.0	31	25.2	16	13.0	27	22.0
Baltimore City	174	10	5.7	13	7.5	35	20.1	60	34.5	31	17.8	9	5.2	16	9.2
Baltimore	168	83	49.4	45	26.8	24	14.3	14	8.3	2	1.2	0	0.0	0	0.0
Calvert	24	0	0.0	0	0.0	1	4.2	7	29.2	6	25.0	5	20.8	5	20.8
Caroline	9	0	0.0	1	11.1	1	11.1	4	44.4	0	0.0	1	11.1	2	22.2
Carroll	39	0	0.0	0	0.0	5	12.8	13	33.3	9	23.1	7	17.9	5	12.8
Cecil	29	0	0.0	1	3.4	2	6.9	10	34.5	11	37.9	3	10.3	2	6.9
Charles	37	3	8.1	4	10.8	5	13.5	5	13.5	7	18.9	7	18.9	6	16.2
Dorchester	13	0	0.0	2	15.4	3	23.1	0	0.0	2	15.4	2	15.4	4	30.8
Frederick	67	3	4.5	1	1.5	8	11.9	11	16.4	16	23.9	13	19.4	15	22.4
Garrett	12	0	0.0	0	0.0	2	16.7	5	41.7	3	25.0	2	16.7	0	0.0
Harford	53	0	0.0	0	0.0	3	5.7	12	22.6	19	35.8	10	18.9	9	17.0
Howard	78	6	7.7	4	5.1	11	14.1	12	15.4	19	24.4	11	14.1	15	19.2
Kent	5	3	60.0	0	0.0	1	20.0	0	0.0	1	20.0	0	0.0	0	0.0
Montgomery	209	2	1.0	2	1.0	24	11.5	52	24.9	65	31.1	26	12.4	38	18.2
Prince George's	220	34	15.5	14	6.4	44	20.0	35	15.9	60	27.3	23	10.5	10	4.5
Queen Anne's	14	1	7.1	1	7.1	1	7.1	2	14.3	4	28.6	2	14.3	3	21.4
St. Mary's	27	0	0.0	3	11.1	4	14.8	5	18.5	4	14.8	5	18.5	6	22.2
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	10	1	10.0	2	20.0	1	10.0	5	50.0	0	0.0	0	0.0	1	10.0
Talbot	9	0	0.0	0	0.0	3	33.3	1	11.1	4	44.4	0	0.0	1	11.1
Washington	41	0	0.0	0	0.0	7	17.1	16	39.0	12	29.3	5	12.2	1	2.4
Wicomico	25	0	0.0	2	8.0	3	12.0	6	24.0	6	24.0	5	20.0	3	12.0
Worcester	14	9	64.3	4	28.6	0	0.0	0	0.0	1	7.1	0	0.0	0	0.0

**Table 13**  
**Number and Percent of School Assistant Principals\* by Years of Experience**  
**Maryland Public Schools: October 2018**

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>2,198</b>	<b>275</b>	<b>12.5</b>	<b>254</b>	<b>11.6</b>	<b>538</b>	<b>24.5</b>	<b>534</b>	<b>24.3</b>	<b>362</b>	<b>16.5</b>	<b>128</b>	<b>5.8</b>	<b>107</b>	<b>4.9</b>
Allegany	19	0	0.0	0	0.0	1	5.3	12	63.2	4	21.1	1	5.3	1	5.3
Anne Arundel	191	0	0.0	20	10.5	53	27.7	59	30.9	30	15.7	9	4.7	20	10.5
Baltimore City	199	5	2.5	25	12.6	42	21.1	63	31.7	38	19.1	12	6.0	14	7.0
Baltimore	283	150	53.0	53	18.7	56	19.8	17	6.0	5	1.8	2	0.7	0	0.0
Calvert	50	0	0.0	2	4.0	16	32.0	13	26.0	12	24.0	5	10.0	2	4.0
Caroline	13	0	0.0	2	15.4	4	30.8	5	38.5	2	15.4	0	0.0	0	0.0
Carroll	49	0	0.0	4	8.2	15	30.6	20	40.8	4	8.2	4	8.2	2	4.1
Cecil	38	0	0.0	3	7.9	15	39.5	14	36.8	5	13.2	1	2.6	0	0.0
Charles	94	13	13.8	13	13.8	29	30.9	24	25.5	5	5.3	6	6.4	4	4.3
Dorchester	17	2	11.8	6	35.3	4	23.5	0	0.0	3	17.6	2	11.8	0	0.0
Frederick	91	5	5.5	3	3.3	22	24.2	27	29.7	20	22.0	6	6.6	8	8.8
Garrett	6	0	0.0	0	0.0	0	0.0	4	66.7	1	16.7	1	16.7	0	0.0
Harford	90	2	2.2	4	4.4	22	24.4	30	33.3	21	23.3	4	4.4	7	7.8
Howard	143	3	2.1	13	9.1	34	23.8	36	25.2	35	24.5	14	9.8	8	5.6
Kent	3	1	33.3	0	0.0	1	33.3	0	0.0	0	0.0	1	33.3	0	0.0
Montgomery	321	4	1.2	31	9.7	76	23.7	85	26.5	82	25.5	22	6.9	21	6.5
Prince George's	409	73	17.8	42	10.3	102	24.9	87	21.3	64	15.6	25	6.1	16	3.9
Queen Anne's	11	0	0.0	1	9.1	3	27.3	3	27.3	3	27.3	1	9.1	0	0.0
St. Mary's	46	3	6.5	7	15.2	9	19.6	12	26.1	11	23.9	2	4.3	2	4.3
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	11	2	18.2	3	27.3	4	36.4	1	9.1	1	9.1	0	0.0	0	0.0
Talbot	11	0	0.0	2	18.2	2	18.2	2	18.2	1	9.1	3	27.3	1	9.1
Washington	47	3	6.4	7	14.9	18	38.3	11	23.4	5	10.6	3	6.4	0	0.0
Wicomico	38	2	5.3	6	15.8	10	26.3	9	23.7	8	21.1	2	5.3	1	2.6
Worcester	16	7	43.8	5	31.3	0	0.0	0	0.0	2	12.5	2	12.5	0	0.0

\* Includes other school-level administrators

**Table 14**  
**Number and Percent of Teachers by Years of Experience**  
**Maryland Public Schools: October 2018**

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>61,249</b>	<b>19,525</b>	<b>31.9</b>	<b>10,448</b>	<b>17.1</b>	<b>11,380</b>	<b>18.6</b>	<b>9,072</b>	<b>14.8</b>	<b>5,475</b>	<b>8.9</b>	<b>2,774</b>	<b>4.5</b>	<b>2,575</b>	<b>4.2</b>
Allegany	598	95	15.9	69	11.5	124	20.7	109	18.2	86	14.4	50	8.4	65	10.9
Anne Arundel	5,689	1,848	32.5	1,141	20.1	962	16.9	778	13.7	501	8.8	233	4.1	226	4.0
Baltimore City	4,940	1,790	36.2	958	19.4	785	15.9	712	14.4	337	6.8	155	3.1	203	4.1
Baltimore	7,469	2,884	38.6	1,169	15.7	1,319	17.7	1,069	14.3	564	7.6	289	3.9	175	2.3
Calvert	1,007	128	12.7	107	10.6	205	20.4	214	21.3	172	17.1	121	12.0	60	6.0
Caroline	422	127	30.1	75	17.8	74	17.5	56	13.3	43	10.2	31	7.3	16	3.8
Carroll	1,769	386	21.8	262	14.8	334	18.9	321	18.1	230	13.0	140	7.9	96	5.4
Cecil	1,168	294	25.2	215	18.4	264	22.6	164	14.0	121	10.4	58	5.0	52	4.5
Charles	1,773	653	36.8	277	15.6	371	20.9	197	11.1	110	6.2	90	5.1	75	4.2
Dorchester	381	162	42.5	79	20.7	53	13.9	42	11.0	25	6.6	13	3.4	7	1.8
Frederick	2,680	754	28.1	416	15.5	470	17.5	365	13.6	268	10.0	202	7.5	205	7.6
Garrett	285	66	23.2	24	8.4	45	15.8	53	18.6	41	14.4	28	9.8	28	9.8
Harford	2,558	670	26.2	412	16.1	484	18.9	396	15.5	331	12.9	148	5.8	117	4.6
Howard	4,339	871	20.1	846	19.5	948	21.8	764	17.6	457	10.5	217	5.0	236	5.4
Kent	167	60	35.9	34	20.4	18	10.8	13	7.8	21	12.6	9	5.4	12	7.2
Montgomery	11,278	2,747	24.4	2,070	18.4	2,214	19.6	1,928	17.1	1,221	10.8	545	4.8	553	4.9
Prince George's	9,334	4,644	49.8	1,275	13.7	1,624	17.4	1,025	11.0	441	4.7	166	1.8	159	1.7
Queen Anne's	518	118	22.8	98	18.9	131	25.3	62	12.0	60	11.6	26	5.0	23	4.4
St. Mary's	1,081	261	24.1	194	17.9	219	20.3	185	17.1	110	10.2	59	5.5	53	4.9
SEED School	44	20	45.5	13	29.5	8	18.2	2	4.5	0	0.0	0	0.0	1	2.3
Somerset	236	92	39.0	26	11.0	53	22.5	33	14.0	12	5.1	5	2.1	15	6.4
Talbot	320	80	25.0	72	22.5	58	18.1	61	19.1	23	7.2	13	4.1	13	4.1
Washington	1,464	323	22.1	322	22.0	323	22.1	250	17.1	113	7.7	83	5.7	50	3.4
Wicomico	1,142	320	28.0	201	17.6	203	17.8	167	14.6	116	10.2	55	4.8	80	7.0
Worcester	587	132	22.5	93	15.8	91	15.5	106	18.1	72	12.3	38	6.5	55	9.4



**Table 15**  
**Number and Percent of Therapists by Years of Experience**  
**Maryland Public Schools: October 2018**

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>2,162</b>	<b>470</b>	<b>21.7</b>	<b>344</b>	<b>15.9</b>	<b>329</b>	<b>15.2</b>	<b>397</b>	<b>18.4</b>	<b>264</b>	<b>12.2</b>	<b>127</b>	<b>5.9</b>	<b>231</b>	<b>10.7</b>
Allegany	27	1	3.7	9	33.3	3	11.1	1	3.7	7	25.9	3	11.1	3	11.1
Anne Arundel	240	39	16.3	48	20.0	46	19.2	49	20.4	30	12.5	15	6.3	13	5.4
Baltimore City	174	31	17.8	55	31.6	30	17.2	31	17.8	7	4.0	3	1.7	17	9.8
Baltimore	303	110	36.3	62	20.5	49	16.2	40	13.2	26	8.6	4	1.3	12	4.0
Calvert	49	9	18.4	1	2.0	4	8.2	16	32.7	8	16.3	5	10.2	6	12.2
Caroline	4	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	1	25.0	2	50.0
Carroll	72	7	9.7	6	8.3	5	6.9	14	19.4	16	22.2	11	15.3	13	18.1
Cecil	26	4	15.4	7	26.9	3	11.5	2	7.7	2	7.7	2	7.7	6	23.1
Charles	23	3	13.0	2	8.7	1	4.3	2	8.7	3	13.0	3	13.0	9	39.1
Dorchester	5	2	40.0	1	20.0	0	0.0	1	20.0	1	20.0	0	0.0	0	0.0
Frederick	78	16	20.5	6	7.7	13	16.7	18	23.1	13	16.7	4	5.1	8	10.3
Garrett	9	2	22.2	0	0.0	1	11.1	2	22.2	1	11.1	2	22.2	1	11.1
Harford	87	21	24.1	13	14.9	11	12.6	17	19.5	12	13.8	4	4.6	9	10.3
Howard	196	38	19.4	19	9.7	32	16.3	34	17.3	28	14.3	19	9.7	26	13.3
Kent	6	4	66.7	1	16.7	0	0.0	0	0.0	0	0.0	1	16.7	0	0.0
Montgomery	579	106	18.3	80	13.8	94	16.2	110	19.0	74	12.8	36	6.2	79	13.6
Prince George's	170	53	31.2	19	11.2	20	11.8	41	24.1	22	12.9	9	5.3	6	3.5
Queen Anne's	11	2	18.2	1	9.1	1	9.1	4	36.4	2	18.2	0	0.0	1	9.1
St. Mary's	19	4	21.1	2	10.5	3	15.8	0	0.0	4	21.1	1	5.3	5	26.3
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	7	3	42.9	0	0.0	1	14.3	0	0.0	2	28.6	0	0.0	1	14.3
Talbot	7	1	14.3	3	42.9	1	14.3	1	14.3	0	0.0	0	0.0	1	14.3
Washington	39	7	17.9	7	17.9	8	20.5	6	15.4	3	7.7	0	0.0	8	20.5
Wicomico	14	3	21.4	1	7.1	2	14.3	2	14.3	1	7.1	2	14.3	3	21.4
Worcester	16	3	18.8	1	6.3	0	0.0	6	37.5	2	12.5	2	12.5	2	12.5

**Table 16**  
**Number and Percent of Librarians by Years of Experience**  
**Maryland Public Schools: October 2018**

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>1,172</b>	<b>151</b>	<b>12.9</b>	<b>193</b>	<b>16.5</b>	<b>264</b>	<b>22.5</b>	<b>226</b>	<b>19.3</b>	<b>175</b>	<b>14.9</b>	<b>84</b>	<b>7.2</b>	<b>79</b>	<b>6.7</b>
Allegany	15	1	6.7	0	0.0	2	13.3	3	20.0	4	26.7	2	13.3	3	20.0
Anne Arundel	138	18	13.0	24	17.4	37	26.8	24	17.4	19	13.8	8	5.8	8	5.8
Baltimore City	57	7	12.3	8	14.0	14	24.6	13	22.8	6	10.5	2	3.5	7	12.3
Baltimore	162	19	11.7	31	19.1	40	24.7	38	23.5	23	14.2	6	3.7	5	3.1
Calvert	22	1	4.5	0	0.0	5	22.7	3	13.6	7	31.8	3	13.6	3	13.6
Caroline	8	0	0.0	0	0.0	1	12.5	1	12.5	2	25.0	3	37.5	1	12.5
Carroll	40	0	0.0	9	22.5	9	22.5	8	20.0	8	20.0	4	10.0	2	5.0
Cecil	26	3	11.5	2	7.7	6	23.1	8	30.8	3	11.5	2	7.7	2	7.7
Charles	32	2	6.3	7	21.9	5	15.6	7	21.9	4	12.5	4	12.5	3	9.4
Dorchester	9	1	11.1	1	11.1	0	0.0	4	44.4	2	22.2	1	11.1	0	0.0
Frederick	62	8	12.9	10	16.1	13	21.0	9	14.5	10	16.1	5	8.1	7	11.3
Garrett	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	58	2	3.4	13	22.4	23	39.7	4	6.9	11	19.0	2	3.4	3	5.2
Howard	99	7	7.1	15	15.2	25	25.3	21	21.2	18	18.2	5	5.1	8	8.1
Kent	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Montgomery	201	28	13.9	35	17.4	35	17.4	32	15.9	33	16.4	22	10.9	16	8.0
Prince George's	126	41	32.5	22	17.5	27	21.4	21	16.7	9	7.1	5	4.0	1	0.8
Queen Anne's	10	2	20.0	1	10.0	1	10.0	3	30.0	1	10.0	1	10.0	1	10.0
St. Mary's	27	2	7.4	6	22.2	5	18.5	8	29.6	4	14.8	2	7.4	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	6	1	16.7	0	0.0	2	33.3	2	33.3	1	16.7	0	0.0	0	0.0
Talbot	3	0	0.0	0	0.0	0	0.0	1	33.3	1	33.3	0	0.0	1	33.3
Washington	37	6	16.2	8	21.6	4	10.8	7	18.9	6	16.2	3	8.1	3	8.1
Wicomico	20	1	5.0	1	5.0	3	15.0	9	45.0	2	10.0	1	5.0	3	15.0
Worcester	12	1	8.3	0	0.0	6	50.0	0	0.0	0	0.0	3	25.0	2	16.7

**Table 17**  
**Number and Percent of Guidance Counselors by Years of Experience**  
**Maryland Public Schools: October 2018**

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>2,509</b>	<b>636</b>	<b>25.3</b>	<b>358</b>	<b>14.3</b>	<b>495</b>	<b>19.7</b>	<b>445</b>	<b>17.7</b>	<b>295</b>	<b>11.8</b>	<b>136</b>	<b>5.4</b>	<b>144</b>	<b>5.7</b>
Allegany	27	4	14.8	4	14.8	4	14.8	4	14.8	5	18.5	2	7.4	4	14.8
Anne Arundel	222	59	26.6	31	14.0	37	16.7	47	21.2	31	14.0	5	2.3	12	5.4
Baltimore City	95	11	11.6	13	13.7	23	24.2	23	24.2	11	11.6	6	6.3	8	8.4
Baltimore	335	104	31.0	52	15.5	59	17.6	57	17.0	30	9.0	12	3.6	21	6.3
Calvert	42	5	11.9	4	9.5	12	28.6	5	11.9	5	11.9	7	16.7	4	9.5
Caroline	17	2	11.8	3	17.6	3	17.6	5	29.4	2	11.8	1	5.9	1	5.9
Carroll	82	11	13.4	12	14.6	18	22.0	17	20.7	13	15.9	5	6.1	6	7.3
Cecil	51	4	7.8	10	19.6	11	21.6	12	23.5	7	13.7	4	7.8	3	5.9
Charles	81	21	25.9	18	22.2	21	25.9	8	9.9	6	7.4	7	8.6	0	0.0
Dorchester	18	5	27.8	6	33.3	1	5.6	6	33.3	0	0.0	0	0.0	0	0.0
Frederick	121	27	22.3	7	5.8	33	27.3	12	9.9	12	9.9	15	12.4	15	12.4
Garrett	12	4	33.3	0	0.0	1	8.3	3	25.0	2	16.7	2	16.7	0	0.0
Harford	100	25	25.0	10	10.0	16	16.0	19	19.0	18	18.0	8	8.0	4	4.0
Howard	161	29	18.0	30	18.6	35	21.7	26	16.1	17	10.6	10	6.2	14	8.7
Kent	5	2	40.0	1	20.0	1	20.0	0	0.0	1	20.0	0	0.0	0	0.0
Montgomery	530	134	25.3	76	14.3	102	19.2	98	18.5	64	12.1	29	5.5	27	5.1
Prince George's	373	135	36.2	42	11.3	71	19.0	65	17.4	42	11.3	8	2.1	10	2.7
Queen Anne's	20	5	25.0	3	15.0	2	10.0	2	10.0	2	10.0	3	15.0	3	15.0
St. Mary's	48	12	25.0	10	20.8	8	16.7	11	22.9	2	4.2	3	6.3	2	4.2
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	8	4	50.0	0	0.0	1	12.5	0	0.0	3	37.5	0	0.0	0	0.0
Talbot	15	2	13.3	1	6.7	3	20.0	6	40.0	2	13.3	0	0.0	1	6.7
Washington	58	19	32.8	11	19.0	9	15.5	7	12.1	8	13.8	1	1.7	3	5.2
Wicomico	65	9	13.8	7	10.8	20	30.8	11	16.9	7	10.8	6	9.2	5	7.7
Worcester	23	3	13.0	7	30.4	4	17.4	1	4.3	5	21.7	2	8.7	1	4.3

**Table 18**  
**Number and Percent of Psychological Personnel by Years of Experience**  
**Maryland Public Schools: October 2018**

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>798</b>	<b>219</b>	<b>27.4</b>	<b>141</b>	<b>17.7</b>	<b>142</b>	<b>17.8</b>	<b>138</b>	<b>17.3</b>	<b>88</b>	<b>11.0</b>	<b>24</b>	<b>3.0</b>	<b>46</b>	<b>5.8</b>
Allegany	7	0	0.0	3	42.9	0	0.0	3	42.9	1	14.3	0	0.0	0	0.0
Anne Arundel	74	21	28.4	11	14.9	18	24.3	10	13.5	4	5.4	3	4.1	7	9.5
Baltimore City	141	32	22.7	34	24.1	23	16.3	28	19.9	15	10.6	2	1.4	7	5.0
Baltimore	101	39	38.6	6	5.9	14	13.9	21	20.8	17	16.8	2	2.0	2	2.0
Calvert	13	6	46.2	1	7.7	2	15.4	1	7.7	1	7.7	1	7.7	1	7.7
Caroline	4	2	50.0	0	0.0	2	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	17	2	11.8	4	23.5	3	17.6	1	5.9	3	17.6	1	5.9	3	17.6
Cecil	10	6	60.0	1	10.0	1	10.0	1	10.0	1	10.0	0	0.0	0	0.0
Charles	34	13	38.2	5	14.7	8	23.5	4	11.8	2	5.9	1	2.9	1	2.9
Dorchester	4	2	50.0	0	0.0	0	0.0	0	0.0	2	50.0	0	0.0	0	0.0
Frederick	26	3	11.5	1	3.8	7	26.9	5	19.2	7	26.9	2	7.7	1	3.8
Garrett	3	1	33.3	0	0.0	1	33.3	1	33.3	0	0.0	0	0.0	0	0.0
Harford	33	13	39.4	5	15.2	5	15.2	4	12.1	4	12.1	0	0.0	2	6.1
Howard	74	15	20.3	11	14.9	11	14.9	23	31.1	10	13.5	1	1.4	3	4.1
Kent	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	122	26	21.3	32	26.2	20	16.4	13	10.7	11	9.0	7	5.7	13	10.7
Prince George's	91	31	34.1	13	14.3	23	25.3	14	15.4	6	6.6	3	3.3	1	1.1
Queen Anne's	4	3	75.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
St. Mary's	12	2	16.7	3	25.0	2	16.7	3	25.0	1	8.3	1	8.3	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	0	0.0	1	33.3	0	0.0	0	0.0	2	66.7
Talbot	1	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
Washington	11	1	9.1	4	36.4	1	9.1	1	9.1	2	18.2	0	0.0	2	18.2
Wicomico	9	1	11.1	4	44.4	0	0.0	3	33.3	1	11.1	0	0.0	0	0.0
Worcester	4	0	0.0	2	50.0	1	25.0	0	0.0	0	0.0	0	0.0	1	25.0