



# Professional Staff by Type of Degree and Years of Experience Maryland Public Schools October 2023

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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, 2023. 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, with the exception of temporary and hourly employees, substitute teachers who have not taught continuously for more than one school year, and contractual employees with a contract of less than one year.

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, June 2023*. 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 2023**

Local Education Agency	Total	Doctorate Number	Doctorate Percent	Master's Degree Plus 30 Hours Number	Master's Degree Plus 30 Hours Percent	Master's Degree Number	Master's Degree Percent	Bachelor's Degree Plus 30 Hours Number	Bachelor's Degree Plus 30 Hours Percent	Bachelor's Degree Number	Bachelor's Degree Percent	2-3 Years College Number	2-3 Years College Percent	High School or Fewer Than 2 Years College Number	High School or Fewer Than 2 Years College Percent
<b>Total State</b>	<b>87,296</b>	<b>2,337</b>	<b>2.7</b>	<b>16,092</b>	<b>18.4</b>	<b>35,310</b>	<b>40.4</b>	<b>9,213</b>	<b>10.6</b>	<b>22,144</b>	<b>25.4</b>	<b>643</b>	<b>0.7</b>	<b>1,557</b>	<b>1.8</b>
Allegany	867	28	3.2	77	8.9	561	64.7	49	5.7	134	15.5	8	0.9	10	1.2
Anne Arundel	8,290	167	2.0	1,825	22.0	3,553	42.9	682	8.2	1,874	22.6	72	0.9	117	1.4
Baltimore City	8,024	274	3.4	433	5.4	4,046	50.4	263	3.3	2,620	32.7	79	1.0	309	3.9
Baltimore	10,706	226	2.1	521	4.9	4,910	45.9	67	0.6	4,836	45.2	31	0.3	115	1.1
Calvert	1,456	52	3.6	142	9.8	792	54.4	2	0.1	400	27.5	25	1.7	43	3.0
Caroline	580	11	1.9	38	6.6	304	52.4	28	4.8	173	29.8	8	1.4	18	3.1
Carroll	2,476	23	0.9	562	22.7	779	31.5	352	14.2	696	28.1	36	1.5	28	1.1
Cecil	1,484	34	2.3	117	7.9	884	59.6	16	1.1	387	26.1	23	1.5	23	1.5
Charles	2,433	45	1.8	164	6.7	1,381	56.8	174	7.2	635	26.1	5	0.2	29	1.2
Dorchester	536	11	2.1	173	32.3	176	32.8	28	5.2	125	23.3	9	1.7	14	2.6
Frederick	4,426	68	1.5	714	16.1	2,158	48.8	245	5.5	1,166	26.3	28	0.6	47	1.1
Garrett	403	12	3.0	29	7.2	248	61.5	31	7.7	66	16.4	7	1.7	10	2.5
Harford	3,633	50	1.4	1,359	37.4	1,243	34.2	6	0.2	925	25.5	26	0.7	24	0.7
Howard	6,180	154	2.5	933	15.1	3,709	60.0	391	6.3	873	14.1	25	0.4	95	1.5
Kent	208	4	1.9	9	4.3	122	58.7	17	8.2	53	25.5	1	0.5	2	1.0
Montgomery	16,061	146	0.9	4,883	30.4	2,629	16.4	5,333	33.2	2,505	15.6	81	0.5	484	3.0
Prince George's	11,605	860	7.4	2,751	23.7	4,242	36.6	1,021	8.8	2,564	22.1	65	0.6	102	0.9
Queen Anne's	731	13	1.8	8	1.1	457	62.5	19	2.6	204	27.9	11	1.5	19	2.6
SEED School	117	4	3.4	1	0.9	35	29.9	1	0.9	71	60.7	0	0.0	5	4.3
Saint Mary's	1,530	34	2.2	1	0.1	976	63.8	1	0.1	492	32.2	17	1.1	9	0.6
Somerset	394	14	3.6	17	4.3	175	44.4	7	1.8	154	39.1	14	3.6	13	3.3
Talbot	486	12	2.5	7	1.4	273	56.2	4	0.8	168	34.6	12	2.5	10	2.1
Washington	2,184	44	2.0	125	5.7	1,261	57.7	253	11.6	464	21.2	21	1.0	16	0.7
Wicomico	1,640	27	1.6	884	53.9	130	7.9	166	10.1	393	24.0	30	1.8	10	0.6
Worcester	846	24	2.8	319	37.7	266	31.4	57	6.7	166	19.6	9	1.1	5	0.6

NOTE: 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 2023**

Local Education Agency	Total	Doctorate Number	Doctorate Percent	Master's Degree Plus 30 Hours Number	Master's Degree Plus 30 Hours Percent	Master's Degree Number	Master's Degree Percent	Bachelor's Degree Plus 30 Hours Number	Bachelor's Degree Plus 30 Hours Percent	Bachelor's Degree Number	Bachelor's Degree Percent	2-3 Years College Number	2-3 Years College Percent	High School or Fewer Than 2 Years College Number	High School or Fewer Than 2 Years College Percent
<b>Total State</b>	<b>3,648</b>	<b>326</b>	<b>8.9</b>	<b>673</b>	<b>18.4</b>	<b>1,864</b>	<b>51.1</b>	<b>134</b>	<b>3.7</b>	<b>456</b>	<b>12.5</b>	<b>53</b>	<b>1.5</b>	<b>142</b>	<b>3.9</b>
Allegany	52	5	9.6	7	13.5	31	59.6	0	0.0	6	11.5	2	3.8	1	1.9
Anne Arundel	237	25	10.5	44	18.6	143	60.3	3	1.3	14	5.9	4	1.7	4	1.7
Baltimore City	497	32	6.4	44	8.9	331	66.6	5	1.0	65	13.1	4	0.8	16	3.2
Baltimore	521	33	6.3	10	1.9	329	63.1	3	0.6	103	19.8	8	1.5	35	6.7
Calvert	67	11	16.4	9	13.4	35	52.2	1	1.5	7	10.4	1	1.5	3	4.5
Caroline	33	4	12.1	2	6.1	15	45.5	1	3.0	9	27.3	0	0.0	2	6.1
Carroll	106	2	1.9	34	32.1	35	33.0	7	6.6	22	20.8	0	0.0	6	5.7
Cecil	88	12	13.6	11	12.5	36	40.9	0	0.0	14	15.9	4	4.5	11	12.5
Charles	109	5	4.6	16	14.7	75	68.8	1	0.9	5	4.6	1	0.9	6	5.5
Dorchester	60	8	13.3	14	23.3	30	50.0	0	0.0	7	11.7	0	0.0	1	1.7
Frederick	260	24	9.2	47	18.1	155	59.6	2	0.8	22	8.5	3	1.2	7	2.7
Garrett	26	4	15.4	3	11.5	11	42.3	0	0.0	5	19.2	2	7.7	1	3.8
Harford	133	9	6.8	37	27.8	64	48.1	0	0.0	20	15.0	2	1.5	1	0.8
Howard	277	26	9.4	49	17.7	152	54.9	1	0.4	27	9.7	2	0.7	20	7.2
Kent	17	2	11.8	3	17.6	10	58.8	1	5.9	0	0.0	0	0.0	1	5.9
Montgomery	417	15	3.6	186	44.6	76	18.2	96	23.0	36	8.6	1	0.2	7	1.7
Prince George's	233	57	24.5	61	26.2	94	40.3	11	4.7	10	4.3	0	0.0	0	0.0
Queen Anne's	41	7	17.1	1	2.4	17	41.5	0	0.0	8	19.5	4	9.8	4	9.8
SEED School	4	0	0.0	0	0.0	2	50.0	0	0.0	2	50.0	0	0.0	0	0.0
Saint Mary's	94	10	10.6	0	0.0	61	64.9	0	0.0	17	18.1	4	4.3	2	2.1
Somerset	54	5	9.3	4	7.4	26	48.1	1	1.9	12	22.2	0	0.0	6	11.1
Talbot	62	4	6.5	1	1.6	31	50.0	0	0.0	17	27.4	5	8.1	4	6.5
Washington	124	11	8.9	7	5.6	79	63.7	0	0.0	18	14.5	5	4.0	4	3.2
Wicomico	101	9	8.9	71	70.3	12	11.9	0	0.0	8	7.9	1	1.0	0	0.0
Worcester	35	6	17.1	12	34.3	14	40.0	1	2.9	2	5.7	0	0.0	0	0.0

NOTE: 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 2023**

Local Education Agency	Total	Doctorate Number	Doctorate Percent	Master's Degree Plus 30 Hours Number	Master's Degree Plus 30 Hours Percent	Master's Degree Number	Master's Degree Percent	Bachelor's Degree Plus 30 Hours Number	Bachelor's Degree Plus 30 Hours Percent	Bachelor's Degree Number	Bachelor's Degree Percent	2 - 3 Years College Number	2 - 3 Years College Percent	High School or Fewer Than 2 Years College Number	High School or Fewer Than 2 Years College Percent
<b>Total State</b>	<b>174</b>	<b>76</b>	<b>43.7</b>	<b>14</b>	<b>8.0</b>	<b>68</b>	<b>39.1</b>	<b>3</b>	<b>1.7</b>	<b>12</b>	<b>6.9</b>	<b>0</b>	<b>0.0</b>	<b>1</b>	<b>0.6</b>
Allegany	3	1	33.3	0	0.0	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	21	8	38.1	0	0.0	13	61.9	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	41	11	26.8	3	7.3	24	58.5	0	0.0	2	4.9	0	0.0	1	2.4
Baltimore	9	3	33.3	0	0.0	4	44.4	0	0.0	2	22.2	0	0.0	0	0.0
Calvert	3	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	2	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	3	0	0.0	1	33.3	1	33.3	1	33.3	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	5	1	20.0	1	20.0	3	60.0	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	1	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	11	8	72.7	1	9.1	1	9.1	0	0.0	1	9.1	0	0.0	0	0.0
Garrett	2	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	5	2	40.0	0	0.0	2	40.0	0	0.0	1	20.0	0	0.0	0	0.0
Howard	7	3	42.9	2	28.6	1	14.3	0	0.0	1	14.3	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	16	3	18.8	1	6.2	6	37.5	2	12.5	4	25.0	0	0.0	0	0.0
Prince George's	16	9	56.2	1	6.2	5	31.2	0	0.0	1	6.2	0	0.0	0	0.0
Queen Anne's	2	2	100.0	0	0.0	0	0.0	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
Saint Mary's	6	4	66.7	0	0.0	2	33.3	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	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	4	3	75.0	1	25.0	0	0.0	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 2023**

Local Education Agency	Total	Doctorate Number	Doctorate Percent	Master's Degree Plus 30 Hours Number	Master's Degree Plus 30 Hours Percent	Master's Degree Number	Master's Degree Percent	Bachelor's Degree Plus 30 Hours Number	Bachelor's Degree Plus 30 Hours Percent	Bachelor's Degree Number	Bachelor's Degree Percent	2 - 3 Years College Number	2 - 3 Years College Percent	High School or Fewer Than 2 Years College Number	High School or Fewer Than 2 Years College Percent
<b>Total State</b>	<b>2,267</b>	<b>217</b>	<b>9.6</b>	<b>336</b>	<b>14.8</b>	<b>1,026</b>	<b>45.3</b>	<b>99</b>	<b>4.4</b>	<b>405</b>	<b>17.9</b>	<b>52</b>	<b>2.3</b>	<b>132</b>	<b>5.8</b>
Allegany	29	4	13.8	4	13.8	12	41.4	0	0.0	6	20.7	2	6.9	1	3.4
Anne Arundel	120	14	11.7	17	14.2	64	53.3	3	2.5	14	11.7	4	3.3	4	3.3
Baltimore City	257	20	7.8	11	4.3	140	54.5	4	1.6	63	24.5	4	1.6	15	5.8
Baltimore	334	25	7.5	7	2.1	164	49.1	3	0.9	93	27.8	7	2.1	35	10.5
Calvert	46	6	13.0	5	10.9	23	50.0	1	2.2	7	15.2	1	2.2	3	6.5
Caroline	28	2	7.1	1	3.6	13	46.4	1	3.6	9	32.1	0	0.0	2	7.1
Carroll	84	2	2.4	23	27.4	29	34.5	5	6.0	21	25.0	0	0.0	4	4.8
Cecil	73	8	11.0	9	12.3	27	37.0	0	0.0	14	19.2	4	5.5	11	15.1
Charles	77	4	5.2	8	10.4	53	68.8	1	1.3	5	6.5	1	1.3	5	6.5
Dorchester	34	7	20.6	11	32.4	9	26.5	0	0.0	6	17.6	0	0.0	1	2.9
Frederick	138	14	10.1	28	20.3	71	51.4	0	0.0	15	10.9	3	2.2	7	5.1
Garrett	19	2	10.5	3	15.8	7	36.8	0	0.0	4	21.1	2	10.5	1	5.3
Harford	96	6	6.2	31	32.3	38	39.6	0	0.0	19	19.8	2	2.1	0	0.0
Howard	215	21	9.8	38	17.7	107	49.8	1	0.5	26	12.1	2	0.9	20	9.3
Kent	14	1	7.1	3	21.4	8	57.1	1	7.1	0	0.0	0	0.0	1	7.1
Montgomery	233	11	4.7	71	30.5	52	22.3	67	28.8	25	10.7	1	0.4	6	2.6
Prince George's	146	37	25.3	24	16.4	66	45.2	11	7.5	8	5.5	0	0.0	0	0.0
Queen Anne's	35	5	14.3	0	0.0	15	42.9	0	0.0	8	22.9	4	11.4	3	8.6
SEED School	3	0	0.0	0	0.0	1	33.3	0	0.0	2	66.7	0	0.0	0	0.0
Saint Mary's	77	6	7.8	0	0.0	48	62.3	0	0.0	17	22.1	4	5.2	2	2.6
Somerset	30	3	10.0	4	13.3	15	50.0	0	0.0	5	16.7	0	0.0	3	10.0
Talbot	36	2	5.6	1	2.8	14	38.9	0	0.0	10	27.8	5	13.9	4	11.1
Washington	77	8	10.4	2	2.6	40	51.9	0	0.0	18	23.4	5	6.5	4	5.2
Wicomico	48	5	10.4	31	64.6	3	6.2	0	0.0	8	16.7	1	2.1	0	0.0
Worcester	18	4	22.2	4	22.2	7	38.9	1	5.6	2	11.1	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 2023**

Local Education Agency	Total	Doctorate Number	Doctorate Percent	Master's Degree Plus 30 Hours Number	Master's Degree Plus 30 Hours Percent	Master's Degree Number	Master's Degree Percent	Bachelor's Degree Plus 30 Hours Number	Bachelor's Degree Plus 30 Hours Percent	Bachelor's Degree Number	Bachelor's Degree Percent	2 - 3 Years College Number	2 - 3 Years College Percent	High School or Fewer Than 2 Years College Number	High School or Fewer Than 2 Years College Percent
<b>Total State</b>	<b>1,207</b>	<b>33</b>	<b>2.7</b>	<b>323</b>	<b>26.8</b>	<b>770</b>	<b>63.8</b>	<b>32</b>	<b>2.7</b>	<b>39</b>	<b>3.2</b>	<b>1</b>	<b>0.1</b>	<b>9</b>	<b>0.7</b>
Allegany	20	0	0.0	3	15.0	17	85.0	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	96	3	3.1	27	28.1	66	68.8	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	199	1	0.5	30	15.1	167	83.9	1	0.5	0	0.0	0	0.0	0	0.0
Baltimore	178	5	2.8	3	1.7	161	90.4	0	0.0	8	4.5	1	0.6	0	0.0
Calvert	18	3	16.7	4	22.2	11	61.1	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	3	0	0.0	1	33.3	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	19	0	0.0	10	52.6	5	26.3	1	5.3	1	5.3	0	0.0	2	10.5
Cecil	12	1	8.3	2	16.7	9	75.0	0	0.0	0	0.0	0	0.0	0	0.0
Charles	27	0	0.0	7	25.9	19	70.4	0	0.0	0	0.0	0	0.0	1	3.7
Dorchester	25	1	4.0	2	8.0	21	84.0	0	0.0	1	4.0	0	0.0	0	0.0
Frederick	111	2	1.8	18	16.2	83	74.8	2	1.8	6	5.4	0	0.0	0	0.0
Garrett	5	0	0.0	0	0.0	4	80.0	0	0.0	1	20.0	0	0.0	0	0.0
Harford	32	1	3.1	6	18.8	24	75.0	0	0.0	0	0.0	0	0.0	1	3.1
Howard	55	2	3.6	9	16.4	44	80.0	0	0.0	0	0.0	0	0.0	0	0.0
Kent	2	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	168	1	0.6	114	67.9	18	10.7	27	16.1	7	4.2	0	0.0	1	0.6
Prince George's	71	11	15.5	36	50.7	23	32.4	0	0.0	1	1.4	0	0.0	0	0.0
Queen Anne's	4	0	0.0	1	25.0	2	50.0	0	0.0	0	0.0	0	0.0	1	25.0
SEED School	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Saint Mary's	11	0	0.0	0	0.0	11	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	22	1	4.5	0	0.0	10	45.5	1	4.5	7	31.8	0	0.0	3	13.6
Talbot	23	0	0.0	0	0.0	16	69.6	0	0.0	7	30.4	0	0.0	0	0.0
Washington	44	0	0.0	5	11.4	39	88.6	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	49	1	2.0	39	79.6	9	18.4	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	13	0	0.0	6	46.2	7	53.8	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 2023**

Local Education Agency	Total	Doctorate Number	Doctorate Percent	Master's Degree Plus 30 Hours Number	Master's Degree Plus 30 Hours Percent	Master's Degree Number	Master's Degree Percent	Bachelor's Degree Plus 30 Hours Number	Bachelor's Degree Plus 30 Hours Percent	Bachelor's Degree Number	Bachelor's Degree Percent	2 - 3 Years College Number	2 - 3 Years College Percent	High School or Fewer Than 2 Years College Number	High School or Fewer Than 2 Years College Percent
<b>Total State</b>	<b>1,426</b>	<b>142</b>	<b>10.0</b>	<b>313</b>	<b>21.9</b>	<b>792</b>	<b>55.5</b>	<b>114</b>	<b>8.0</b>	<b>65</b>	<b>4.6</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Allegany	21	4	19.0	2	9.5	15	71.4	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	131	4	3.1	36	27.5	91	69.5	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	162	16	9.9	19	11.7	115	71.0	6	3.7	6	3.7	0	0.0	0	0.0
Baltimore	174	8	4.6	0	0.0	116	66.7	2	1.1	48	27.6	0	0.0	0	0.0
Calvert	24	1	4.2	3	12.5	20	83.3	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	10	1	10.0	0	0.0	9	90.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	40	1	2.5	13	32.5	19	47.5	5	12.5	2	5.0	0	0.0	0	0.0
Cecil	28	8	28.6	5	17.9	15	53.6	0	0.0	0	0.0	0	0.0	0	0.0
Charles	38	3	7.9	11	28.9	24	63.2	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	14	1	7.1	8	57.1	5	35.7	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	70	9	12.9	29	41.4	32	45.7	0	0.0	0	0.0	0	0.0	0	0.0
Garrett	11	1	9.1	0	0.0	10	90.9	0	0.0	0	0.0	0	0.0	0	0.0
Harford	52	4	7.7	13	25.0	35	67.3	0	0.0	0	0.0	0	0.0	0	0.0
Howard	78	11	14.1	17	21.8	49	62.8	1	1.3	0	0.0	0	0.0	0	0.0
Kent	5	0	0.0	0	0.0	4	80.0	1	20.0	0	0.0	0	0.0	0	0.0
Montgomery	215	2	0.9	71	33.0	56	26.0	82	38.1	4	1.9	0	0.0	0	0.0
Prince George's	210	53	25.2	51	24.3	86	41.0	16	7.6	4	1.9	0	0.0	0	0.0
Queen Anne's	14	0	0.0	0	0.0	13	92.9	0	0.0	1	7.1	0	0.0	0	0.0
SEED School	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Saint Mary's	28	2	7.1	0	0.0	26	92.9	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	8	1	12.5	2	25.0	5	62.5	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	8	3	37.5	0	0.0	5	62.5	0	0.0	0	0.0	0	0.0	0	0.0
Washington	44	5	11.4	0	0.0	38	86.4	1	2.3	0	0.0	0	0.0	0	0.0
Wicomico	26	3	11.5	22	84.6	1	3.8	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	14	1	7.1	11	78.6	2	14.3	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 2023**

Local Education Agency	Total	Doctorate Number	Doctorate Percent	Master's Degree Plus 30 Hours Number	Master's Degree Plus 30 Hours Percent	Master's Degree Number	Master's Degree Percent	Bachelor's Degree Plus 30 Hours Number	Bachelor's Degree Plus 30 Hours Percent	Bachelor's Degree Number	Bachelor's Degree Percent	2 - 3 Years College Number	2 - 3 Years College Percent	High School or Fewer Than 2 Years College Number	High School or Fewer Than 2 Years College Percent
<b>Total State</b>	<b>2,457</b>	<b>125</b>	<b>5.1</b>	<b>686</b>	<b>27.9</b>	<b>1,309</b>	<b>53.3</b>	<b>185</b>	<b>7.5</b>	<b>143</b>	<b>5.8</b>	<b>5</b>	<b>0.2</b>	<b>4</b>	<b>0.2</b>
Allegany	21	2	9.5	5	23.8	14	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	223	8	3.6	75	33.6	128	57.4	1	0.4	6	2.7	2	0.9	3	1.3
Baltimore City	259	14	5.4	30	11.6	204	78.8	5	1.9	6	2.3	0	0.0	0	0.0
Baltimore	302	8	2.6	8	2.6	191	63.2	1	0.3	94	31.1	0	0.0	0	0.0
Calvert	56	1	1.8	3	5.4	51	91.1	0	0.0	1	1.8	0	0.0	0	0.0
Caroline	15	0	0.0	0	0.0	15	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	58	2	3.4	20	34.5	22	37.9	8	13.8	6	10.3	0	0.0	0	0.0
Cecil	36	2	5.6	2	5.6	31	86.1	0	0.0	1	2.8	0	0.0	0	0.0
Charles	73	4	5.5	10	13.7	58	79.5	1	1.4	0	0.0	0	0.0	0	0.0
Dorchester	18	1	5.6	9	50.0	8	44.4	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	126	6	4.8	38	30.2	76	60.3	0	0.0	2	1.6	3	2.4	1	0.8
Garrett	7	1	14.3	0	0.0	6	85.7	0	0.0	0	0.0	0	0.0	0	0.0
Harford	96	3	3.1	43	44.8	50	52.1	0	0.0	0	0.0	0	0.0	0	0.0
Howard	151	9	6.0	45	29.8	93	61.6	1	0.7	3	2.0	0	0.0	0	0.0
Kent	4	0	0.0	1	25.0	2	50.0	0	0.0	1	25.0	0	0.0	0	0.0
Montgomery	361	1	0.3	145	40.2	58	16.1	145	40.2	12	3.3	0	0.0	0	0.0
Prince George's	448	51	11.4	198	44.2	168	37.5	22	4.9	9	2.0	0	0.0	0	0.0
Queen Anne's	18	1	5.6	0	0.0	17	94.4	0	0.0	0	0.0	0	0.0	0	0.0
SEED School	2	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0
Saint Mary's	49	2	4.1	0	0.0	46	93.9	0	0.0	1	2.0	0	0.0	0	0.0
Somerset	12	0	0.0	3	25.0	9	75.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	14	1	7.1	0	0.0	13	92.9	0	0.0	0	0.0	0	0.0	0	0.0
Washington	54	3	5.6	7	13.0	43	79.6	1	1.9	0	0.0	0	0.0	0	0.0
Wicomico	38	2	5.3	33	86.8	3	7.9	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	16	3	18.8	11	68.8	2	12.5	0	0.0	0	0.0	0	0.0	0	0.0

NOTE: Includes other school-level administrators

**Table 5 - Number and Percent of Teachers by Type of Degree  
Maryland Public Schools: October 2023**

Local Education Agency	Total	Doctorate Number	Doctorate Percent	Master's Degree Plus 30 Hours Number	Master's Degree Plus 30 Hours Percent	Master's Degree Number	Master's Degree Percent	Bachelor's Degree Plus 30 Hours Number	Bachelor's Degree Plus 30 Hours Percent	Bachelor's Degree Number	Bachelor's Degree Percent	2 - 3 Years College Number	2 - 3 Years College Percent	High School or Fewer Than 2 Years College Number	High School or Fewer Than 2 Years College Percent
<b>Total State</b>	<b>63,220</b>	<b>1,175</b>	<b>1.9</b>	<b>10,729</b>	<b>17.0</b>	<b>24,333</b>	<b>38.5</b>	<b>7,887</b>	<b>12.5</b>	<b>18,702</b>	<b>29.6</b>	<b>125</b>	<b>0.2</b>	<b>269</b>	<b>0.4</b>
Allegany	625	11	1.8	38	6.1	409	65.4	44	7.0	114	18.2	2	0.3	7	1.1
Anne Arundel	6,128	94	1.5	1,198	19.5	2,506	40.9	634	10.3	1,676	27.3	5	0.1	15	0.2
Baltimore City	5,153	127	2.5	196	3.8	2,381	46.2	196	3.8	2,186	42.4	20	0.4	47	0.9
Baltimore	7,555	103	1.4	347	4.6	3,131	41.4	45	0.6	3,914	51.8	6	0.1	9	0.1
Calvert	990	21	2.1	79	8.0	541	54.6	1	0.1	337	34.0	3	0.3	8	0.8
Caroline	418	5	1.2	30	7.2	210	50.2	26	6.2	140	33.5	3	0.7	4	1.0
Carroll	1,880	6	0.3	385	20.5	562	29.9	318	16.9	597	31.8	3	0.2	9	0.5
Cecil	1,110	10	0.9	69	6.2	669	60.3	15	1.4	336	30.3	4	0.4	7	0.6
Charles	1,839	26	1.4	70	3.8	972	52.9	162	8.8	599	32.6	1	0.1	9	0.5
Dorchester	359	1	0.3	104	29.0	99	27.6	25	7.0	109	30.4	8	2.2	13	3.6
Frederick	3,086	19	0.6	391	12.7	1,400	45.4	212	6.9	1,049	34.0	7	0.2	8	0.3
Garrett	298	5	1.7	18	6.0	189	63.4	30	10.1	49	16.4	1	0.3	6	2.0
Harford	2,684	18	0.7	1,010	37.6	828	30.8	6	0.2	811	30.2	4	0.1	7	0.3
Howard	4,354	62	1.4	609	14.0	2,672	61.4	363	8.3	647	14.9	0	0.0	1	0.0
Kent	162	1	0.6	4	2.5	93	57.4	15	9.3	48	29.6	0	0.0	1	0.6
Montgomery	11,966	91	0.8	3,253	27.2	2,005	16.8	4,408	36.8	2,145	17.9	24	0.2	40	0.3
Prince George's	8,958	513	5.7	2,001	22.3	3,267	36.5	922	10.3	2,190	24.4	16	0.2	49	0.5
Queen Anne's	529	3	0.6	5	0.9	339	64.1	19	3.6	156	29.5	1	0.2	6	1.1
SEED School	40	2	5.0	1	2.5	17	42.5	1	2.5	19	47.5	0	0.0	0	0.0
Saint Mary's	1,103	15	1.4	0	0.0	639	57.9	1	0.1	437	39.6	6	0.5	5	0.5
Somerset	252	6	2.4	3	1.2	103	40.9	6	2.4	126	50.0	5	2.0	3	1.2
Talbot	339	3	0.9	6	1.8	183	54.0	4	1.2	140	41.3	1	0.3	2	0.6
Washington	1,569	15	1.0	64	4.1	837	53.3	230	14.7	413	26.3	3	0.2	7	0.4
Wicomico	1,217	10	0.8	628	51.6	83	6.8	154	12.7	336	27.6	2	0.2	4	0.3
Worcester	606	8	1.3	220	36.3	198	32.7	50	8.3	128	21.1	0	0.0	2	0.3

**Table 6 - Number and Percent of Therapists by Type of Degree  
Maryland Public Schools: October 2023**

Local Education Agency	Total	Doctorate Number	Doctorate Percent	Master's Degree Plus 30 Hours Number	Master's Degree Plus 30 Hours Percent	Master's Degree Number	Master's Degree Percent	Bachelor's Degree Plus 30 Hours Number	Bachelor's Degree Plus 30 Hours Percent	Bachelor's Degree Number	Bachelor's Degree Percent	2 - 3 Years College Number	2 - 3 Years College Percent	High School or Fewer Than 2 Years College Number	High School or Fewer Than 2 Years College Percent
<b>Total State</b>	<b>2,191</b>	<b>146</b>	<b>6.7</b>	<b>570</b>	<b>26.0</b>	<b>1,237</b>	<b>56.5</b>	<b>100</b>	<b>4.6</b>	<b>130</b>	<b>5.9</b>	<b>8</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>
Allegany	31	1	3.2	4	12.9	24	77.4	1	3.2	1	3.2	0	0.0	0	0.0
Anne Arundel	241	10	4.1	8	3.3	192	79.7	2	0.8	29	12.0	0	0.0	0	0.0
Baltimore City	156	12	7.7	6	3.8	123	78.8	4	2.6	11	7.1	0	0.0	0	0.0
Baltimore	269	28	10.4	18	6.7	195	72.5	0	0.0	28	10.4	0	0.0	0	0.0
Calvert	61	6	9.8	7	11.5	43	70.5	0	0.0	5	8.2	0	0.0	0	0.0
Caroline	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	86	6	7.0	21	24.4	49	57.0	2	2.3	5	5.8	3	3.5	0	0.0
Cecil	30	0	0.0	4	13.3	25	83.3	0	0.0	1	3.3	0	0.0	0	0.0
Charles	26	0	0.0	3	11.5	19	73.1	1	3.8	3	11.5	0	0.0	0	0.0
Dorchester	5	0	0.0	3	60.0	2	40.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	89	0	0.0	20	22.5	69	77.5	0	0.0	0	0.0	0	0.0	0	0.0
Garrett	9	0	0.0	3	33.3	6	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Harford	112	8	7.1	5	4.5	89	79.5	0	0.0	9	8.0	1	0.9	0	0.0
Howard	222	18	8.1	17	7.7	179	80.6	4	1.8	4	1.8	0	0.0	0	0.0
Kent	5	1	20.0	0	0.0	4	80.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	578	4	0.7	386	66.8	97	16.8	78	13.5	13	2.2	0	0.0	0	0.0
Prince George's	153	47	30.7	48	31.4	46	30.1	6	3.9	6	3.9	0	0.0	0	0.0
Queen Anne's	10	0	0.0	0	0.0	9	90.0	0	0.0	1	10.0	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
Saint Mary's	16	1	6.2	0	0.0	12	75.0	0	0.0	3	18.8	0	0.0	0	0.0
Somerset	6	0	0.0	1	16.7	2	33.3	0	0.0	2	33.3	1	16.7	0	0.0
Talbot	10	0	0.0	0	0.0	10	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	45	3	6.7	2	4.4	32	71.1	0	0.0	5	11.1	3	6.7	0	0.0
Wicomico	11	0	0.0	7	63.6	2	18.2	1	9.1	1	9.1	0	0.0	0	0.0
Worcester	19	1	5.3	7	36.8	7	36.8	1	5.3	3	15.8	0	0.0	0	0.0

**Table 7 - Number and Percent of Librarians by Type of Degree  
Maryland Public Schools: October 2023**

Local Education Agency	Total	Doctorate Number	Doctorate Percent	Master's Degree Plus 30 Hours Number	Master's Degree Plus 30 Hours Percent	Master's Degree Number	Master's Degree Percent	Bachelor's Degree Plus 30 Hours Number	Bachelor's Degree Plus 30 Hours Percent	Bachelor's Degree Number	Bachelor's Degree Percent	2 - 3 Years College Number	2 - 3 Years College Percent	High School or Fewer Than 2 Years College Number	High School or Fewer Than 2 Years College Percent
<b>Total State</b>	<b>1,173</b>	<b>21</b>	<b>1.8</b>	<b>436</b>	<b>37.2</b>	<b>517</b>	<b>44.1</b>	<b>83</b>	<b>7.1</b>	<b>114</b>	<b>9.7</b>	<b>1</b>	<b>0.1</b>	<b>1</b>	<b>0.1</b>
Allegany	12	0	0.0	5	41.7	6	50.0	1	8.3	0	0.0	0	0.0	0	0.0
Anne Arundel	145	0	0.0	70	48.3	68	46.9	4	2.8	3	2.1	0	0.0	0	0.0
Baltimore City	72	2	2.8	11	15.3	46	63.9	3	4.2	10	13.9	0	0.0	0	0.0
Baltimore	160	2	1.2	21	13.1	75	46.9	2	1.2	60	37.5	0	0.0	0	0.0
Calvert	22	1	4.5	10	45.5	11	50.0	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	33	0	0.0	14	42.4	15	45.5	1	3.0	3	9.1	0	0.0	0	0.0
Cecil	24	0	0.0	6	25.0	16	66.7	0	0.0	2	8.3	0	0.0	0	0.0
Charles	29	1	3.4	4	13.8	23	79.3	0	0.0	1	3.4	0	0.0	0	0.0
Dorchester	8	0	0.0	3	37.5	4	50.0	1	12.5	0	0.0	0	0.0	0	0.0
Frederick	67	0	0.0	18	26.9	46	68.7	1	1.5	2	3.0	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	62	1	1.6	43	69.4	14	22.6	0	0.0	4	6.5	0	0.0	0	0.0
Howard	109	1	0.9	44	40.4	63	57.8	0	0.0	1	0.9	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	206	2	1.0	102	49.5	24	11.7	64	31.1	13	6.3	0	0.0	1	0.5
Prince George's	99	10	10.1	43	43.4	38	38.4	4	4.0	4	4.0	0	0.0	0	0.0
Queen Anne's	10	0	0.0	0	0.0	4	40.0	0	0.0	5	50.0	1	10.0	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
Saint Mary's	28	1	3.6	0	0.0	25	89.3	0	0.0	2	7.1	0	0.0	0	0.0
Somerset	6	0	0.0	1	16.7	4	66.7	0	0.0	1	16.7	0	0.0	0	0.0
Talbot	2	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	35	0	0.0	9	25.7	23	65.7	1	2.9	2	5.7	0	0.0	0	0.0
Wicomico	23	0	0.0	19	82.6	2	8.7	1	4.3	1	4.3	0	0.0	0	0.0
Worcester	12	0	0.0	9	75.0	3	25.0	0	0.0	0	0.0	0	0.0	0	0.0

**Table 8 - Number and Percent of School Counselors by Type of Degree  
Maryland Public Schools: October 2023**

Local Education Agency	Total	Doctorate Number	Doctorate Percent	Master's Degree Plus 30 Hours Number	Master's Degree Plus 30 Hours Percent	Master's Degree Number	Master's Degree Percent	Bachelor's Degree Plus 30 Hours Number	Bachelor's Degree Plus 30 Hours Percent	Bachelor's Degree Number	Bachelor's Degree Percent	2 - 3 Years College Number	2 - 3 Years College Percent	High School or Fewer Than 2 Years College Number	High School or Fewer Than 2 Years College Percent
<b>Total State</b>	<b>2,898</b>	<b>38</b>	<b>1.3</b>	<b>1,025</b>	<b>35.4</b>	<b>1,623</b>	<b>56.0</b>	<b>105</b>	<b>3.6</b>	<b>105</b>	<b>3.6</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>0.1</b>
Allegany	31	1	3.2	6	19.4	24	77.4	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	270	1	0.4	197	73.0	72	26.7	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	141	2	1.4	11	7.8	119	84.4	0	0.0	9	6.4	0	0.0	0	0.0
Baltimore	397	2	0.5	33	8.3	328	82.6	2	0.5	32	8.1	0	0.0	0	0.0
Calvert	46	2	4.3	15	32.6	29	63.0	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	19	1	5.3	2	10.5	15	78.9	0	0.0	1	5.3	0	0.0	0	0.0
Carroll	82	0	0.0	51	62.2	29	35.4	2	2.4	0	0.0	0	0.0	0	0.0
Cecil	50	0	0.0	5	10.0	44	88.0	0	0.0	1	2.0	0	0.0	0	0.0
Charles	83	1	1.2	9	10.8	69	83.1	0	0.0	4	4.8	0	0.0	0	0.0
Dorchester	25	0	0.0	8	32.0	17	68.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	181	3	1.7	42	23.2	127	70.2	0	0.0	9	5.0	0	0.0	0	0.0
Garrett	14	0	0.0	1	7.1	13	92.9	0	0.0	0	0.0	0	0.0	0	0.0
Harford	105	1	1.0	49	46.7	55	52.4	0	0.0	0	0.0	0	0.0	0	0.0
Howard	201	1	0.5	37	18.4	161	80.1	2	1.0	0	0.0	0	0.0	0	0.0
Kent	5	0	0.0	0	0.0	5	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	599	1	0.2	351	58.6	137	22.9	82	13.7	26	4.3	0	0.0	2	0.3
Prince George's	373	20	5.4	121	32.4	206	55.2	9	2.4	17	4.6	0	0.0	0	0.0
Queen Anne's	23	0	0.0	2	8.7	19	82.6	0	0.0	2	8.7	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
Saint Mary's	49	1	2.0	0	0.0	48	98.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	7	0	0.0	2	28.6	5	71.4	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	17	0	0.0	0	0.0	15	88.2	0	0.0	2	11.8	0	0.0	0	0.0
Washington	71	0	0.0	5	7.0	65	91.5	1	1.4	0	0.0	0	0.0	0	0.0
Wicomico	82	1	1.2	60	73.2	13	15.9	6	7.3	2	2.4	0	0.0	0	0.0
Worcester	27	0	0.0	18	66.7	8	29.6	1	3.7	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 2023**

Local Education Agency	Total	Doctorate Number	Doctorate Percent	Master's Degree Plus 30 Hours Number	Master's Degree Plus 30 Hours Percent	Master's Degree Number	Master's Degree Percent	Bachelor's Degree Plus 30 Hours Number	Bachelor's Degree Plus 30 Hours Percent	Bachelor's Degree Number	Bachelor's Degree Percent	2 - 3 Years College Number	2 - 3 Years College Percent	High School or Fewer Than 2 Years College Number	High School or Fewer Than 2 Years College Percent
<b>Total State</b>	<b>867</b>	<b>144</b>	<b>16.6</b>	<b>297</b>	<b>34.3</b>	<b>405</b>	<b>46.7</b>	<b>9</b>	<b>1.0</b>	<b>12</b>	<b>1.4</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Allegany	8	1	12.5	6	75.0	1	12.5	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	96	11	11.5	19	19.8	66	68.8	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	120	25	20.8	31	25.8	62	51.7	0	0.0	2	1.7	0	0.0	0	0.0
Baltimore	105	26	24.8	12	11.4	64	61.0	0	0.0	3	2.9	0	0.0	0	0.0
Calvert	7	3	42.9	1	14.3	3	42.9	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	5	0	0.0	1	20.0	3	60.0	0	0.0	1	20.0	0	0.0	0	0.0
Carroll	24	4	16.7	3	12.5	16	66.7	0	0.0	1	4.2	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	44	2	4.5	16	36.4	26	59.1	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	5	0	0.0	5	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	38	6	15.8	7	18.4	25	65.8	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	42	0	0.0	17	40.5	25	59.5	0	0.0	0	0.0	0	0.0	0	0.0
Howard	84	17	20.2	24	28.6	41	48.8	0	0.0	2	2.4	0	0.0	0	0.0
Kent	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	119	12	10.1	88	73.9	8	6.7	9	7.6	2	1.7	0	0.0	0	0.0
Prince George's	97	31	32.0	43	44.3	23	23.7	0	0.0	0	0.0	0	0.0	0	0.0
Queen Anne's	6	1	16.7	0	0.0	5	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
Saint Mary's	24	1	4.2	0	0.0	22	91.7	0	0.0	1	4.2	0	0.0	0	0.0
Somerset	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	2	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	13	1	7.7	2	15.4	10	76.9	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	5	0	0.0	4	80.0	1	20.0	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 2023**

Local Education Agency	Total	1-5 Years Number	1-5 Years Percent	6-10 Years Number	6-10 Years Percent	11-15 Years Number	11-15 Years Percent	16-20 Years Number	16-20 Years Percent	21-25 Years Number	21-25 Years Percent	26-30 Years Number	26-30 Years Percent	More than 30 Years Number	More than 30 Years Percent
<b>Total State</b>	<b>87,296</b>	<b>23,660</b>	<b>27.1</b>	<b>16,096</b>	<b>18.4</b>	<b>11,920</b>	<b>13.7</b>	<b>13,808</b>	<b>15.8</b>	<b>11,358</b>	<b>13.0</b>	<b>6,174</b>	<b>7.1</b>	<b>4,280</b>	<b>4.9</b>
Allegany	867	175	20.2	148	17.1	99	11.4	154	17.8	116	13.4	100	11.5	75	8.7
Anne Arundel	8,290	2,149	25.9	1,666	20.1	1,257	15.2	1,200	14.5	1,055	12.7	596	7.2	367	4.4
Baltimore City	8,024	2,587	32.2	1,321	16.5	1,181	14.7	1,064	13.3	1,094	13.6	445	5.5	332	4.1
Baltimore	10,706	3,726	34.8	1,936	18.1	1,202	11.2	1,564	14.6	1,305	12.2	621	5.8	352	3.3
Calvert	1,456	217	14.9	204	14.0	177	12.2	267	18.3	253	17.4	206	14.1	132	9.1
Caroline	580	122	21.0	99	17.1	94	16.2	103	17.8	81	14.0	51	8.8	30	5.2
Carroll	2,476	483	19.5	403	16.3	331	13.4	398	16.1	393	15.9	279	11.3	189	7.6
Cecil	1,484	253	17.0	248	16.7	199	13.4	332	22.4	215	14.5	155	10.4	82	5.5
Charles	2,433	737	30.3	398	16.4	302	12.4	461	18.9	271	11.1	126	5.2	138	5.7
Dorchester	536	183	34.1	115	21.5	75	14.0	55	10.3	56	10.4	21	3.9	31	5.8
Frederick	4,426	1,119	25.3	832	18.8	563	12.7	697	15.7	515	11.6	377	8.5	323	7.3
Garrett	403	113	28.0	80	19.9	47	11.7	55	13.6	46	11.4	37	9.2	25	6.2
Harford	3,633	889	24.5	621	17.1	503	13.8	615	16.9	479	13.2	334	9.2	192	5.3
Howard	6,180	925	15.0	1,050	17.0	1,027	16.6	1,279	20.7	999	16.2	490	7.9	410	6.6
Kent	208	88	42.3	29	13.9	27	13.0	21	10.1	13	6.2	19	9.1	11	5.3
Montgomery	16,061	3,465	21.6	2,829	17.6	2,528	15.7	2,660	16.6	2,336	14.5	1,292	8.0	951	5.9
Prince George's	11,605	4,237	36.5	2,799	24.1	1,148	9.9	1,633	14.1	1,079	9.3	454	3.9	255	2.2
Queen Anne's	731	254	34.7	118	16.1	132	18.1	95	13.0	83	11.4	27	3.7	22	3.0
SEED School	117	83	70.9	23	19.7	6	5.1	3	2.6	1	0.9	1	0.9	0	0.0
Saint Mary's	1,530	400	26.1	275	18.0	197	12.9	229	15.0	215	14.1	126	8.2	88	5.8
Somerset	394	129	32.7	87	22.1	38	9.6	53	13.5	47	11.9	23	5.8	17	4.3
Talbot	486	126	25.9	67	13.8	79	16.3	88	18.1	82	16.9	31	6.4	13	2.7
Washington	2,184	592	27.1	316	14.5	336	15.4	398	18.2	296	13.6	160	7.3	86	3.9
Wicomico	1,640	413	25.2	287	17.5	238	14.5	252	15.4	217	13.2	143	8.7	90	5.5
Worcester	846	195	23.0	145	17.1	134	15.8	132	15.6	111	13.1	60	7.1	69	8.2

NOTE: 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 2023**

Local Education Agency	Total	1-5 Years Number	1-5 Years Percent	6-10 Years Number	6-10 Years Percent	11-15 Years Number	11-15 Years Percent	16-20 Years Number	16-20 Years Percent	21-25 Years Number	21-25 Years Percent	26-30 Years Number	26-30 Years Percent	More than 30 Years Number	More than 30 Years Percent
<b>Total State</b>	<b>3,648</b>	<b>700</b>	<b>19.2</b>	<b>476</b>	<b>13.0</b>	<b>440</b>	<b>12.1</b>	<b>568</b>	<b>15.6</b>	<b>664</b>	<b>18.2</b>	<b>434</b>	<b>11.9</b>	<b>366</b>	<b>10.0</b>
Allegany	52	12	23.1	16	30.8	7	13.5	8	15.4	6	11.5	2	3.8	1	1.9
Anne Arundel	237	5	2.1	21	8.9	27	11.4	46	19.4	56	23.6	35	14.8	47	19.8
Baltimore City	497	124	24.9	55	11.1	73	14.7	60	12.1	99	19.9	45	9.1	41	8.2
Baltimore	521	161	30.9	92	17.7	47	9.0	86	16.5	65	12.5	41	7.9	29	5.6
Calvert	67	3	4.5	2	3.0	4	6.0	12	17.9	19	28.4	13	19.4	14	20.9
Caroline	33	6	18.2	2	6.1	4	12.1	5	15.2	13	39.4	1	3.0	2	6.1
Carroll	106	3	2.8	7	6.6	13	12.3	16	15.1	26	24.5	29	27.4	12	11.3
Cecil	88	12	13.6	14	15.9	8	9.1	18	20.5	14	15.9	13	14.8	9	10.2
Charles	109	3	2.8	12	11.0	12	11.0	26	23.9	26	23.9	14	12.8	16	14.7
Dorchester	60	26	43.3	7	11.7	5	8.3	6	10.0	8	13.3	5	8.3	3	5.0
Frederick	260	45	17.3	46	17.7	43	16.5	38	14.6	28	10.8	31	11.9	29	11.2
Garrett	26	7	26.9	4	15.4	3	11.5	2	7.7	2	7.7	4	15.4	4	15.4
Harford	133	19	14.3	13	9.8	15	11.3	20	15.0	24	18.0	30	22.6	12	9.0
Howard	277	11	4.0	47	17.0	34	12.3	62	22.4	60	21.7	29	10.5	34	12.3
Kent	17	7	41.2	2	11.8	3	17.6	1	5.9	2	11.8	1	5.9	1	5.9
Montgomery	417	79	18.9	39	9.4	55	13.2	49	11.8	86	20.6	59	14.1	50	12.0
Prince George's	233	45	19.3	37	15.9	20	8.6	29	12.4	47	20.2	33	14.2	22	9.4
Queen Anne's	41	29	70.7	1	2.4	3	7.3	3	7.3	3	7.3	1	2.4	1	2.4
SEED School	4	3	75.0	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0
Saint Mary's	94	12	12.8	7	7.4	14	14.9	15	16.0	22	23.4	11	11.7	13	13.8
Somerset	54	13	24.1	7	13.0	7	13.0	7	13.0	12	22.2	5	9.3	3	5.6
Talbot	62	19	30.6	4	6.5	10	16.1	10	16.1	9	14.5	4	6.5	6	9.7
Washington	124	31	25.0	18	14.5	12	9.7	24	19.4	17	13.7	15	12.1	7	5.6
Wicomico	101	10	9.9	16	15.8	15	14.9	22	21.8	18	17.8	11	10.9	9	8.9
Worcester	35	15	42.9	7	20.0	6	17.1	3	8.6	2	5.7	1	2.9	1	2.9

NOTE: 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 2023**

Local Education Agency	Total	1-5 Years Number	1-5 Years Percent	6-10 Years Number	6-10 Years Percent	11-15 Years Number	11-15 Years Percent	16-20 Years Number	16-20 Years Percent	21-25 Years Number	21-25 Years Percent	26-30 Years Number	26-30 Years Percent	More than 30 Years Number	More than 30 Years Percent
<b>Total State</b>	<b>174</b>	<b>47</b>	<b>27.0</b>	<b>19</b>	<b>10.9</b>	<b>13</b>	<b>7.5</b>	<b>11</b>	<b>6.3</b>	<b>32</b>	<b>18.4</b>	<b>29</b>	<b>16.7</b>	<b>23</b>	<b>13.2</b>
Allegany	3	1	33.3	1	33.3	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0
Anne Arundel	21	0	0.0	0	0.0	0	0.0	3	14.3	7	33.3	4	19.0	7	33.3
Baltimore City	41	12	29.3	7	17.1	8	19.5	4	9.8	7	17.1	1	2.4	2	4.9
Baltimore	9	3	33.3	2	22.2	0	0.0	0	0.0	1	11.1	2	22.2	1	11.1
Calvert	3	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	66.7
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	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	0	0.0
Cecil	3	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	1	33.3	1	33.3
Charles	5	0	0.0	0	0.0	0	0.0	1	20.0	1	20.0	3	60.0	0	0.0
Dorchester	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
Frederick	11	3	27.3	2	18.2	0	0.0	0	0.0	1	9.1	2	18.2	3	27.3
Garrett	2	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	1	50.0
Harford	5	2	40.0	1	20.0	0	0.0	0	0.0	1	20.0	1	20.0	0	0.0
Howard	7	0	0.0	3	42.9	1	14.3	0	0.0	1	14.3	2	28.6	0	0.0
Kent	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	16	8	50.0	0	0.0	1	6.2	1	6.2	3	18.8	3	18.8	0	0.0
Prince George's	16	10	62.5	0	0.0	0	0.0	1	6.2	1	6.2	4	25.0	0	0.0
Queen Anne's	2	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SEED School	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0
Saint Mary's	6	0	0.0	0	0.0	0	0.0	0	0.0	2	33.3	1	16.7	3	50.0
Somerset	2	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	3	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	1	33.3
Washington	3	2	66.7	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0
Wicomico	4	0	0.0	0	0.0	0	0.0	0	0.0	2	50.0	1	25.0	1	25.0
Worcester	4	1	25.0	1	25.0	0	0.0	0	0.0	2	50.0	0	0.0	0	0.0

**Table 11b - Number and Percent of Administrative Office Staff - Directors, Coordinators, Supervisors, and Other Administrators by Years of Experience  
Maryland Public Schools: October 2023**

Local Education Agency	Total	1-5 Years Number	1-5 Years Percent	6-10 Years Number	6-10 Years Percent	11-15 Years Number	11-15 Years Percent	16-20 Years Number	16-20 Years Percent	21-25 Years Number	21-25 Years Percent	26-30 Years Number	26-30 Years Percent	More than 30 Years Number	More than 30 Years Percent
<b>Total State</b>	<b>2,267</b>	<b>374</b>	<b>16.5</b>	<b>270</b>	<b>11.9</b>	<b>253</b>	<b>11.2</b>	<b>382</b>	<b>16.9</b>	<b>434</b>	<b>19.1</b>	<b>295</b>	<b>13.0</b>	<b>259</b>	<b>11.4</b>
Allegany	29	5	17.2	10	34.5	5	17.2	3	10.3	4	13.8	1	3.4	1	3.4
Anne Arundel	120	1	0.8	5	4.2	6	5.0	25	20.8	31	25.8	20	16.7	32	26.7
Baltimore City	257	94	36.6	20	7.8	37	14.4	29	11.3	47	18.3	13	5.1	17	6.6
Baltimore	334	66	19.8	67	20.1	39	11.7	60	18.0	46	13.8	32	9.6	24	7.2
Calvert	46	2	4.3	0	0.0	1	2.2	9	19.6	14	30.4	9	19.6	11	23.9
Caroline	28	5	17.9	2	7.1	4	14.3	4	14.3	10	35.7	1	3.6	2	7.1
Carroll	84	2	2.4	5	6.0	10	11.9	13	15.5	17	20.2	25	29.8	12	14.3
Cecil	73	9	12.3	11	15.1	6	8.2	16	21.9	13	17.8	11	15.1	7	9.6
Charles	77	2	2.6	9	11.7	7	9.1	19	24.7	17	22.1	10	13.0	13	16.9
Dorchester	34	5	14.7	5	14.7	4	11.8	6	17.6	8	23.5	4	11.8	2	5.9
Frederick	138	20	14.5	18	13.0	20	14.5	23	16.7	15	10.9	22	15.9	20	14.5
Garrett	19	4	21.1	3	15.8	2	10.5	2	10.5	2	10.5	3	15.8	3	15.8
Harford	96	12	12.5	7	7.3	9	9.4	15	15.6	16	16.7	28	29.2	9	9.4
Howard	215	8	3.7	32	14.9	27	12.6	50	23.3	47	21.9	22	10.2	29	13.5
Kent	14	6	42.9	2	14.3	1	7.1	1	7.1	2	14.3	1	7.1	1	7.1
Montgomery	233	37	15.9	14	6.0	24	10.3	34	14.6	52	22.3	37	15.9	35	15.0
Prince George's	146	22	15.1	25	17.1	8	5.5	18	12.3	35	24.0	23	15.8	15	10.3
Queen Anne's	35	25	71.4	1	2.9	3	8.6	2	5.7	2	5.7	1	2.9	1	2.9
SEED School	3	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Saint Mary's	77	12	15.6	6	7.8	10	13.0	15	19.5	18	23.4	7	9.1	9	11.7
Somerset	30	1	3.3	4	13.3	5	16.7	3	10.0	9	30.0	5	16.7	3	10.0
Talbot	36	4	11.1	4	11.1	7	19.4	7	19.4	8	22.2	2	5.6	4	11.1
Washington	77	17	22.1	10	13.0	7	9.1	17	22.1	12	15.6	10	13.0	4	5.2
Wicomico	48	4	8.3	7	14.6	8	16.7	9	18.8	9	18.8	7	14.6	4	8.3
Worcester	18	8	44.4	3	16.7	3	16.7	2	11.1	0	0.0	1	5.6	1	5.6

**Table 11c - Number and Percent of Student Personnel - Pupil Personnel Workers and School Social Workers by Years of Experience  
Maryland Public Schools: October 2023**

Local Education Agency	Total	1-5 Years Number	1-5 Years Percent	6-10 Years Number	6-10 Years Percent	11-15 Years Number	11-15 Years Percent	16-20 Years Number	16-20 Years Percent	21-25 Years Number	21-25 Years Percent	26-30 Years Number	26-30 Years Percent	More than 30 Years Number	More than 30 Years Percent
<b>Total State</b>	<b>1,207</b>	<b>279</b>	<b>23.1</b>	<b>187</b>	<b>15.5</b>	<b>174</b>	<b>14.4</b>	<b>175</b>	<b>14.5</b>	<b>198</b>	<b>16.4</b>	<b>110</b>	<b>9.1</b>	<b>84</b>	<b>7.0</b>
Allegany	20	6	30.0	5	25.0	2	10.0	5	25.0	1	5.0	1	5.0	0	0.0
Anne Arundel	96	4	4.2	16	16.7	21	21.9	18	18.8	18	18.8	11	11.5	8	8.3
Baltimore City	199	18	9.0	28	14.1	28	14.1	27	13.6	45	22.6	31	15.6	22	11.1
Baltimore	178	92	51.7	23	12.9	8	4.5	26	14.6	18	10.1	7	3.9	4	2.2
Calvert	18	0	0.0	2	11.1	3	16.7	3	16.7	5	27.8	4	22.2	1	5.6
Caroline	3	0	0.0	0	0.0	0	0.0	1	33.3	2	66.7	0	0.0	0	0.0
Carroll	19	1	5.3	2	10.5	3	15.8	3	15.8	8	42.1	2	10.5	0	0.0
Cecil	12	3	25.0	3	25.0	1	8.3	2	16.7	1	8.3	1	8.3	1	8.3
Charles	27	1	3.7	3	11.1	5	18.5	6	22.2	8	29.6	1	3.7	3	11.1
Dorchester	25	21	84.0	2	8.0	1	4.0	0	0.0	0	0.0	1	4.0	0	0.0
Frederick	111	22	19.8	26	23.4	23	20.7	15	13.5	12	10.8	7	6.3	6	5.4
Garrett	5	3	60.0	1	20.0	0	0.0	0	0.0	0	0.0	1	20.0	0	0.0
Harford	32	5	15.6	5	15.6	6	18.8	5	15.6	7	21.9	1	3.1	3	9.4
Howard	55	3	5.5	12	21.8	6	10.9	12	21.8	12	21.8	5	9.1	5	9.1
Kent	2	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	168	34	20.2	25	14.9	30	17.9	14	8.3	31	18.5	19	11.3	15	8.9
Prince George's	71	13	18.3	12	16.9	12	16.9	10	14.1	11	15.5	6	8.5	7	9.9
Queen Anne's	4	2	50.0	0	0.0	0	0.0	1	25.0	1	25.0	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
Saint Mary's	11	0	0.0	1	9.1	4	36.4	0	0.0	2	18.2	3	27.3	1	9.1
Somerset	22	12	54.5	1	4.5	2	9.1	4	18.2	3	13.6	0	0.0	0	0.0
Talbot	23	14	60.9	0	0.0	3	13.0	3	13.0	1	4.3	1	4.3	1	4.3
Washington	44	12	27.3	8	18.2	5	11.4	6	13.6	5	11.4	5	11.4	3	6.8
Wicomico	49	6	12.2	9	18.4	7	14.3	13	26.5	7	14.3	3	6.1	4	8.2
Worcester	13	6	46.2	3	23.1	3	23.1	1	7.7	0	0.0	0	0.0	0	0.0

**Table 12 - Number and Percent of School Principals by Years of Experience**  
**Maryland Public Schools: October 2023**

Local Education Agency	Total	1-5 Years Number	1-5 Years Percent	6-10 Years Number	6-10 Years Percent	11-15 Years Number	11-15 Years Percent	16-20 Years Number	16-20 Years Percent	21-25 Years Number	21-25 Years Percent	26-30 Years Number	26-30 Years Percent	More than 30 Years Number	More than 30 Years Percent
<b>Total State</b>	<b>1,426</b>	<b>34</b>	<b>2.4</b>	<b>92</b>	<b>6.5</b>	<b>111</b>	<b>7.8</b>	<b>367</b>	<b>25.7</b>	<b>370</b>	<b>25.9</b>	<b>284</b>	<b>19.9</b>	<b>168</b>	<b>11.8</b>
Allegany	21	0	0.0	2	9.5	6	28.6	9	42.9	1	4.8	3	14.3	0	0.0
Anne Arundel	131	0	0.0	2	1.5	14	10.7	35	26.7	42	32.1	24	18.3	14	10.7
Baltimore City	162	7	4.3	10	6.2	19	11.7	37	22.8	54	33.3	22	13.6	13	8.0
Baltimore	174	3	1.7	6	3.4	13	7.5	52	29.9	45	25.9	38	21.8	17	9.8
Calvert	24	0	0.0	0	0.0	1	4.2	1	4.2	9	37.5	8	33.3	5	20.8
Caroline	10	0	0.0	0	0.0	4	40.0	3	30.0	2	20.0	0	0.0	1	10.0
Carroll	40	0	0.0	0	0.0	1	2.5	13	32.5	16	40.0	4	10.0	6	15.0
Cecil	28	0	0.0	0	0.0	0	0.0	10	35.7	10	35.7	7	25.0	1	3.6
Charles	38	0	0.0	7	18.4	3	7.9	11	28.9	6	15.8	5	13.2	6	15.8
Dorchester	14	1	7.1	3	21.4	1	7.1	3	21.4	0	0.0	1	7.1	5	35.7
Frederick	70	0	0.0	1	1.4	2	2.9	19	27.1	18	25.7	21	30.0	9	12.9
Garrett	11	1	9.1	2	18.2	0	0.0	3	27.3	3	27.3	1	9.1	1	9.1
Harford	52	1	1.9	0	0.0	1	1.9	7	13.5	15	28.8	15	28.8	13	25.0
Howard	78	0	0.0	4	5.1	6	7.7	19	24.4	19	24.4	20	25.6	10	12.8
Kent	5	0	0.0	0	0.0	0	0.0	3	60.0	0	0.0	2	40.0	0	0.0
Montgomery	215	5	2.3	4	1.9	8	3.7	52	24.2	53	24.7	51	23.7	42	19.5
Prince George's	210	12	5.7	42	20.0	15	7.1	57	27.1	36	17.1	36	17.1	12	5.7
Queen Anne's	14	0	0.0	1	7.1	2	14.3	2	14.3	7	50.0	1	7.1	1	7.1
SEED School	1	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Saint Mary's	28	0	0.0	1	3.6	2	7.1	6	21.4	10	35.7	5	17.9	4	14.3
Somerset	8	0	0.0	1	12.5	1	12.5	2	25.0	3	37.5	1	12.5	0	0.0
Talbot	8	0	0.0	0	0.0	0	0.0	2	25.0	3	37.5	3	37.5	0	0.0
Washington	44	0	0.0	0	0.0	3	6.8	13	29.5	13	29.5	10	22.7	5	11.4
Wicomico	26	0	0.0	0	0.0	5	19.2	8	30.8	5	19.2	5	19.2	3	11.5
Worcester	14	4	28.6	5	35.7	4	28.6	0	0.0	0	0.0	1	7.1	0	0.0

**Table 13 - Number and Percent of School Assistant Principals by Years of Experience  
Maryland Public Schools: October 2023**

Local Education Agency	Total	1-5 Years Number	1-5 Years Percent	6-10 Years Number	6-10 Years Percent	11-15 Years Number	11-15 Years Percent	16-20 Years Number	16-20 Years Percent	21-25 Years Number	21-25 Years Percent	26-30 Years Number	26-30 Years Percent	More than 30 Years Number	More than 30 Years Percent
<b>Total State</b>	<b>2,457</b>	<b>155</b>	<b>6.3</b>	<b>321</b>	<b>13.1</b>	<b>471</b>	<b>19.2</b>	<b>586</b>	<b>23.9</b>	<b>526</b>	<b>21.4</b>	<b>271</b>	<b>11.0</b>	<b>127</b>	<b>5.2</b>
Allegany	21	12	57.1	3	14.3	4	19.0	2	9.5	0	0.0	0	0.0	0	0.0
Anne Arundel	223	2	0.9	27	12.1	61	27.4	48	21.5	47	21.1	24	10.8	14	6.3
Baltimore City	259	22	8.5	28	10.8	46	17.8	54	20.8	68	26.3	27	10.4	14	5.4
Baltimore	302	28	9.3	41	13.6	68	22.5	60	19.9	71	23.5	26	8.6	8	2.6
Calvert	56	1	1.8	4	7.1	9	16.1	16	28.6	11	19.6	13	23.2	2	3.6
Caroline	15	0	0.0	4	26.7	4	26.7	6	40.0	0	0.0	1	6.7	0	0.0
Carroll	58	0	0.0	5	8.6	13	22.4	12	20.7	17	29.3	7	12.1	4	6.9
Cecil	36	1	2.8	1	2.8	1	2.8	18	50.0	8	22.2	7	19.4	0	0.0
Charles	73	2	2.7	12	16.4	16	21.9	16	21.9	21	28.8	4	5.5	2	2.7
Dorchester	18	1	5.6	8	44.4	4	22.2	3	16.7	0	0.0	1	5.6	1	5.6
Frederick	126	7	5.6	14	11.1	16	12.7	31	24.6	31	24.6	17	13.5	10	7.9
Garrett	7	1	14.3	3	42.9	2	28.6	0	0.0	0	0.0	1	14.3	0	0.0
Harford	96	2	2.1	8	8.3	17	17.7	29	30.2	21	21.9	14	14.6	5	5.2
Howard	151	0	0.0	9	6.0	27	17.9	44	29.1	37	24.5	20	13.2	14	9.3
Kent	4	2	50.0	0	0.0	1	25.0	1	25.0	0	0.0	0	0.0	0	0.0
Montgomery	361	19	5.3	25	6.9	86	23.8	79	21.9	83	23.0	48	13.3	21	5.8
Prince George's	448	34	7.6	93	20.8	54	12.1	112	25.0	88	19.6	41	9.2	26	5.8
Queen Anne's	18	2	11.1	2	11.1	6	33.3	4	22.2	2	11.1	2	11.1	0	0.0
SEED School	2	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0
Saint Mary's	49	2	4.1	8	16.3	14	28.6	9	18.4	6	12.2	7	14.3	3	6.1
Somerset	12	1	8.3	3	25.0	2	16.7	3	25.0	1	8.3	0	0.0	2	16.7
Talbot	14	2	14.3	3	21.4	1	7.1	6	42.9	2	14.3	0	0.0	0	0.0
Washington	54	6	11.1	10	18.5	10	18.5	18	33.3	6	11.1	4	7.4	0	0.0
Wicomico	38	4	10.5	4	10.5	6	15.8	13	34.2	5	13.2	6	15.8	0	0.0
Worcester	16	4	25.0	5	31.2	3	18.8	1	6.2	1	6.2	1	6.2	1	6.2

NOTE: Includes other school-level administrators

**Table 14 - Number and Percent of Teachers by Years of Experience  
Maryland Public Schools: October 2023**

Local Education Agency	Total	1-5 Years Number	1-5 Years Percent	6-10 Years Number	6-10 Years Percent	11-15 Years Number	11-15 Years Percent	16-20 Years Number	16-20 Years Percent	21-25 Years Number	21-25 Years Percent	26-30 Years Number	26-30 Years Percent	More than 30 Years Number	More than 30 Years Percent
<b>Total State</b>	<b>63,220</b>	<b>19,193</b>	<b>30.4</b>	<b>12,396</b>	<b>19.6</b>	<b>8,489</b>	<b>13.4</b>	<b>9,374</b>	<b>14.8</b>	<b>7,315</b>	<b>11.6</b>	<b>3,803</b>	<b>6.0</b>	<b>2,650</b>	<b>4.2</b>
Allegany	625	111	17.8	106	17.0	66	10.6	115	18.4	92	14.7	76	12.2	59	9.4
Anne Arundel	6,128	1,910	31.2	1,307	21.3	899	14.7	773	12.6	678	11.1	363	5.9	198	3.2
Baltimore City	5,153	1,968	38.2	920	17.9	708	13.7	624	12.1	542	10.5	211	4.1	180	3.5
Baltimore	7,555	2,920	38.6	1,404	18.6	790	10.5	1,037	13.7	822	10.9	364	4.8	218	2.9
Calvert	990	158	16.0	154	15.6	126	12.7	177	17.9	158	16.0	134	13.5	83	8.4
Caroline	418	99	23.7	79	18.9	64	15.3	71	17.0	50	12.0	36	8.6	19	4.5
Carroll	1,880	421	22.4	336	17.9	245	13.0	306	16.3	266	14.1	188	10.0	118	6.3
Cecil	1,110	201	18.1	201	18.1	163	14.7	232	20.9	149	13.4	106	9.5	58	5.2
Charles	1,839	684	37.2	315	17.1	215	11.7	311	16.9	163	8.9	74	4.0	77	4.2
Dorchester	359	136	37.9	80	22.3	47	13.1	31	8.6	36	10.0	10	2.8	19	5.3
Frederick	3,086	918	29.7	619	20.1	395	12.8	431	14.0	303	9.8	211	6.8	209	6.8
Garrett	298	80	26.8	61	20.5	34	11.4	43	14.4	36	12.1	26	8.7	18	6.0
Harford	2,684	731	27.2	491	18.3	374	13.9	420	15.6	329	12.3	212	7.9	127	4.7
Howard	4,354	779	17.9	765	17.6	738	16.9	863	19.8	644	14.8	310	7.1	255	5.9
Kent	162	67	41.4	26	16.0	21	13.0	14	8.6	10	6.2	15	9.3	9	5.6
Montgomery	11,966	2,787	23.3	2,285	19.1	1,897	15.9	1,918	16.0	1,627	13.6	848	7.1	604	5.0
Prince George's	8,958	3,590	40.1	2,253	25.2	872	9.7	1,161	13.0	687	7.7	250	2.8	145	1.6
Queen Anne's	529	172	32.5	89	16.8	99	18.7	76	14.4	60	11.3	20	3.8	13	2.5
SEED School	40	26	65.0	10	25.0	2	5.0	1	2.5	1	2.5	0	0.0	0	0.0
Saint Mary's	1,103	327	29.6	213	19.3	136	12.3	154	14.0	142	12.9	82	7.4	49	4.4
Somerset	252	97	38.5	59	23.4	27	10.7	30	11.9	21	8.3	7	2.8	11	4.4
Talbot	339	89	26.3	56	16.5	60	17.7	53	15.6	57	16.8	17	5.0	7	2.1
Washington	1,569	454	28.9	232	14.8	249	15.9	268	17.1	209	13.3	94	6.0	63	4.0
Wicomico	1,217	341	28.0	227	18.7	170	14.0	172	14.1	145	11.9	100	8.2	62	5.1
Worcester	606	127	21.0	108	17.8	92	15.2	93	15.3	88	14.5	49	8.1	49	8.1



**Table 15 - Number and Percent of Therapists by Years of Experience  
Maryland Public Schools: October 2023**

Local Education Agency	Total	1-5 Years Number	1-5 Years Percent	6-10 Years Number	6-10 Years Percent	11-15 Years Number	11-15 Years Percent	16-20 Years Number	16-20 Years Percent	21-25 Years Number	21-25 Years Percent	26-30 Years Number	26-30 Years Percent	More than 30 Years Number	More than 30 Years Percent
<b>Total State</b>	<b>2,191</b>	<b>418</b>	<b>19.1</b>	<b>400</b>	<b>18.3</b>	<b>347</b>	<b>15.8</b>	<b>328</b>	<b>15.0</b>	<b>349</b>	<b>15.9</b>	<b>176</b>	<b>8.0</b>	<b>173</b>	<b>7.9</b>
Allegany	31	7	22.6	2	6.5	8	25.8	4	12.9	1	3.2	6	19.4	3	9.7
Anne Arundel	241	37	15.4	45	18.7	40	16.6	44	18.3	43	17.8	20	8.3	12	5.0
Baltimore City	156	18	11.5	31	19.9	45	28.8	25	16.0	25	16.0	6	3.8	6	3.8
Baltimore	269	83	30.9	56	20.8	46	17.1	36	13.4	33	12.3	10	3.7	5	1.9
Calvert	61	5	8.2	9	14.8	9	14.8	11	18.0	17	27.9	6	9.8	4	6.6
Caroline	1	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
Carroll	86	18	20.9	10	11.6	15	17.4	4	4.7	15	17.4	12	14.0	12	14.0
Cecil	30	3	10.0	6	20.0	6	20.0	5	16.7	2	6.7	4	13.3	4	13.3
Charles	26	5	19.2	5	19.2	4	15.4	2	7.7	2	7.7	3	11.5	5	19.2
Dorchester	5	0	0.0	2	40.0	1	20.0	0	0.0	2	40.0	0	0.0	0	0.0
Frederick	89	16	18.0	18	20.2	13	14.6	13	14.6	15	16.9	8	9.0	6	6.7
Garrett	9	3	33.3	1	11.1	2	22.2	1	11.1	1	11.1	1	11.1	0	0.0
Harford	112	25	22.3	16	14.3	16	14.3	18	16.1	17	15.2	9	8.0	11	9.8
Howard	222	32	14.4	44	19.8	32	14.4	35	15.8	35	15.8	15	6.8	29	13.1
Kent	5	3	60.0	1	20.0	0	0.0	0	0.0	1	20.0	0	0.0	0	0.0
Montgomery	578	88	15.2	95	16.4	89	15.4	96	16.6	101	17.5	50	8.7	59	10.2
Prince George's	153	41	26.8	40	26.1	11	7.2	17	11.1	26	17.0	11	7.2	7	4.6
Queen Anne's	10	5	50.0	2	20.0	1	10.0	0	0.0	0	0.0	1	10.0	1	10.0
SEED School	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Saint Mary's	16	2	12.5	2	12.5	1	6.2	4	25.0	0	0.0	3	18.8	4	25.0
Somerset	6	1	16.7	2	33.3	0	0.0	1	16.7	0	0.0	2	33.3	0	0.0
Talbot	10	2	20.0	3	30.0	1	10.0	2	20.0	2	20.0	0	0.0	0	0.0
Washington	45	17	37.8	5	11.1	5	11.1	6	13.3	6	13.3	6	13.3	0	0.0
Wicomico	11	1	9.1	0	0.0	0	0.0	3	27.3	1	9.1	3	27.3	3	27.3
Worcester	19	6	31.6	5	26.3	2	10.5	0	0.0	4	21.1	0	0.0	2	10.5

**Table 16 - Number and Percent of Librarians by Years of Experience  
Maryland Public Schools: October 2023**

Local Education Agency	Total	1-5 Years Number	1-5 Years Percent	6-10 Years Number	6-10 Years Percent	11-15 Years Number	11-15 Years Percent	16-20 Years Number	16-20 Years Percent	21-25 Years Number	21-25 Years Percent	26-30 Years Number	26-30 Years Percent	More than 30 Years Number	More than 30 Years Percent
<b>Total State</b>	<b>1,173</b>	<b>132</b>	<b>11.3</b>	<b>170</b>	<b>14.5</b>	<b>210</b>	<b>17.9</b>	<b>269</b>	<b>22.9</b>	<b>195</b>	<b>16.6</b>	<b>125</b>	<b>10.7</b>	<b>72</b>	<b>6.1</b>
Allegany	12	0	0.0	1	8.3	0	0.0	2	16.7	3	25.0	4	33.3	2	16.7
Anne Arundel	145	24	16.6	26	17.9	26	17.9	27	18.6	21	14.5	13	9.0	8	5.5
Baltimore City	72	4	5.6	17	23.6	14	19.4	13	18.1	14	19.4	5	6.9	5	6.9
Baltimore	160	20	12.5	23	14.4	26	16.2	40	25.0	28	17.5	14	8.8	9	5.6
Calvert	22	0	0.0	0	0.0	2	9.1	6	27.3	3	13.6	7	31.8	4	18.2
Caroline	8	0	0.0	0	0.0	1	12.5	1	12.5	2	25.0	2	25.0	2	25.0
Carroll	33	0	0.0	2	6.1	9	27.3	7	21.2	8	24.2	6	18.2	1	3.0
Cecil	24	1	4.2	2	8.3	2	8.3	7	29.2	7	29.2	4	16.7	1	4.2
Charles	29	2	6.9	2	6.9	5	17.2	7	24.1	7	24.1	3	10.3	3	10.3
Dorchester	8	2	25.0	1	12.5	1	12.5	2	25.0	1	12.5	1	12.5	0	0.0
Frederick	67	6	9.0	14	20.9	10	14.9	16	23.9	6	9.0	8	11.9	7	10.4
Garrett	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	62	7	11.3	3	4.8	17	27.4	23	37.1	5	8.1	6	9.7	1	1.6
Howard	109	10	9.2	10	9.2	15	13.8	34	31.2	25	22.9	10	9.2	5	4.6
Kent	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
Montgomery	206	25	12.1	27	13.1	41	19.9	40	19.4	31	15.0	25	12.1	17	8.3
Prince George's	99	19	19.2	27	27.3	17	17.2	18	18.2	13	13.1	2	2.0	3	3.0
Queen Anne's	10	4	40.0	2	20.0	2	20.0	2	20.0	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
Saint Mary's	28	1	3.6	4	14.3	7	25.0	4	14.3	6	21.4	6	21.4	0	0.0
Somerset	6	1	16.7	2	33.3	0	0.0	1	16.7	1	16.7	1	16.7	0	0.0
Talbot	2	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	1	50.0	0	0.0
Washington	35	6	17.1	5	14.3	7	20.0	8	22.9	5	14.3	3	8.6	1	2.9
Wicomico	23	0	0.0	1	4.3	5	21.7	5	21.7	7	30.4	4	17.4	1	4.3
Worcester	12	0	0.0	1	8.3	2	16.7	6	50.0	2	16.7	0	0.0	1	8.3

**Table 17 - Number and Percent of School Counselors by Years of Experience  
Maryland Public Schools: October 2023**

Local Education Agency	Total	1-5 Years Number	1-5 Years Percent	6-10 Years Number	6-10 Years Percent	11-15 Years Number	11-15 Years Percent	16-20 Years Number	16-20 Years Percent	21-25 Years Number	21-25 Years Percent	26-30 Years Number	26-30 Years Percent	More than 30 Years Number	More than 30 Years Percent
<b>Total State</b>	<b>2,898</b>	<b>816</b>	<b>28.2</b>	<b>522</b>	<b>18.0</b>	<b>322</b>	<b>11.1</b>	<b>470</b>	<b>16.2</b>	<b>394</b>	<b>13.6</b>	<b>231</b>	<b>8.0</b>	<b>143</b>	<b>4.9</b>
Allegany	31	9	29.0	5	16.1	3	9.7	2	6.5	6	19.4	3	9.7	3	9.7
Anne Arundel	270	66	24.4	63	23.3	30	11.1	37	13.7	48	17.8	21	7.8	5	1.9
Baltimore City	141	58	41.1	14	9.9	13	9.2	26	18.4	18	12.8	8	5.7	4	2.8
Baltimore	397	164	41.3	60	15.1	33	8.3	54	13.6	49	12.3	23	5.8	14	3.5
Calvert	46	4	8.7	7	15.2	7	15.2	13	28.3	5	10.9	5	10.9	5	10.9
Caroline	19	2	10.5	3	15.8	2	10.5	4	21.1	5	26.3	2	10.5	1	5.3
Carroll	82	13	15.9	14	17.1	10	12.2	12	14.6	13	15.9	11	13.4	9	11.0
Cecil	50	1	2.0	5	10.0	9	18.0	10	20.0	11	22.0	10	20.0	4	8.0
Charles	83	22	26.5	15	18.1	11	13.3	20	24.1	4	4.8	5	6.0	6	7.2
Dorchester	25	9	36.0	5	20.0	4	16.0	1	4.0	5	20.0	1	4.0	0	0.0
Frederick	181	38	21.0	38	21.0	13	7.2	42	23.2	17	9.4	16	8.8	17	9.4
Garrett	14	4	28.6	3	21.4	1	7.1	2	14.3	2	14.3	1	7.1	1	7.1
Harford	105	24	22.9	18	17.1	11	10.5	17	16.2	16	15.2	13	12.4	6	5.7
Howard	201	31	15.4	33	16.4	30	14.9	47	23.4	30	14.9	16	8.0	14	7.0
Kent	5	2	40.0	0	0.0	1	20.0	1	20.0	0	0.0	1	20.0	0	0.0
Montgomery	599	170	28.4	104	17.4	74	12.4	83	13.9	85	14.2	51	8.5	32	5.3
Prince George's	373	130	34.9	82	22.0	30	8.0	54	14.5	43	11.5	25	6.7	9	2.4
Queen Anne's	23	7	30.4	6	26.1	4	17.4	1	4.3	2	8.7	2	8.7	1	4.3
SEED School	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Saint Mary's	49	13	26.5	11	22.4	7	14.3	8	16.3	6	12.2	2	4.1	2	4.1
Somerset	7	0	0.0	3	42.9	0	0.0	1	14.3	0	0.0	2	28.6	1	14.3
Talbot	17	4	23.5	1	5.9	2	11.8	3	17.6	4	23.5	3	17.6	0	0.0
Washington	71	24	33.8	15	21.1	10	14.1	10	14.1	7	9.9	5	7.0	0	0.0
Wicomico	82	17	20.7	16	19.5	11	13.4	13	15.9	16	19.5	4	4.9	5	6.1
Worcester	27	4	14.8	1	3.7	6	22.2	9	33.3	2	7.4	1	3.7	4	14.8

**Table 18 - Number and Percent of Psychological Personnel by Years of Experience  
Maryland Public Schools: October 2023**

Local Education Agency	Total	1-5 Years Number	1-5 Years Percent	6-10 Years Number	6-10 Years Percent	11-15 Years Number	11-15 Years Percent	16-20 Years Number	16-20 Years Percent	21-25 Years Number	21-25 Years Percent	26-30 Years Number	26-30 Years Percent	More than 30 Years Number	More than 30 Years Percent
<b>Total State</b>	<b>867</b>	<b>243</b>	<b>28.0</b>	<b>167</b>	<b>19.3</b>	<b>121</b>	<b>14.0</b>	<b>123</b>	<b>14.2</b>	<b>118</b>	<b>13.6</b>	<b>71</b>	<b>8.2</b>	<b>24</b>	<b>2.8</b>
Allegany	8	0	0.0	2	25.0	2	25.0	1	12.5	3	37.5	0	0.0	0	0.0
Anne Arundel	96	26	27.1	21	21.9	15	15.6	19	19.8	9	9.4	5	5.2	1	1.0
Baltimore City	120	13	10.8	27	22.5	22	18.3	20	16.7	24	20.0	9	7.5	5	4.2
Baltimore	105	44	41.9	17	16.2	4	3.8	10	9.5	16	15.2	13	12.4	1	1.0
Calvert	7	0	0.0	3	42.9	1	14.3	1	14.3	0	0.0	1	14.3	1	14.3
Caroline	5	4	80.0	1	20.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	24	6	25.0	5	20.8	4	16.7	3	12.5	0	0.0	3	12.5	3	12.5
Cecil	10	5	50.0	2	20.0	1	10.0	1	10.0	1	10.0	0	0.0	0	0.0
Charles	44	12	27.3	9	20.5	8	18.2	7	15.9	5	11.4	2	4.5	1	2.3
Dorchester	5	0	0.0	3	60.0	1	20.0	0	0.0	0	0.0	1	20.0	0	0.0
Frederick	38	7	18.4	5	13.2	4	10.5	10	26.3	6	15.8	6	15.8	0	0.0
Garrett	2	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0
Harford	42	15	35.7	11	26.2	4	9.5	3	7.1	6	14.3	1	2.4	2	4.8
Howard	84	20	23.8	14	16.7	10	11.9	13	15.5	17	20.2	10	11.9	0	0.0
Kent	1	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
Montgomery	119	26	21.8	23	19.3	27	22.7	16	13.4	11	9.2	11	9.2	5	4.2
Prince George's	97	36	37.1	18	18.6	10	10.3	13	13.4	13	13.4	5	5.2	2	2.1
Queen Anne's	6	5	83.3	1	16.7	0	0.0	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
Saint Mary's	24	14	58.3	4	16.7	1	4.2	2	8.3	1	4.2	2	8.3	0	0.0
Somerset	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Talbot	2	1	50.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0
Washington	13	6	46.2	1	7.7	2	15.4	0	0.0	1	7.7	1	7.7	2	15.4
Wicomico	9	3	33.3	0	0.0	3	33.3	0	0.0	3	33.3	0	0.0	0	0.0
Worcester	5	0	0.0	0	0.0	2	40.0	2	40.0	0	0.0	0	0.0	1	20.0