



# Professional Staff by Type of Degree and Years of Experience Maryland Public Schools October 2019



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Maryland Public Schools  
October 2019**

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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 school systems (LSSs) as of October 15, 2019. This report replaces the “*Characteristics of Professional Staff*” report which only included selected certified staff. These data were submitted by LSSs 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, June 2019*. 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 2019**

Local School System	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>82,813</b>	<b>1,913</b>	<b>2.3</b>	<b>16,763</b>	<b>20.2</b>	<b>32,953</b>	<b>39.8</b>	<b>9,692</b>	<b>11.7</b>	<b>19,571</b>	<b>23.6</b>	<b>629</b>	<b>0.8</b>	<b>1,292</b>	<b>1.6</b>
Allegany	796	24	3.0	81	10.2	516	64.8	76	9.5	81	10.2	6	0.8	12	1.5
Anne Arundel	7,737	133	1.7	1,199	15.5	3,770	48.7	747	9.7	1,722	22.3	56	0.7	110	1.4
Baltimore City	7,203	215	3.0	547	7.6	3,409	47.3	402	5.6	2,341	32.5	41	0.6	248	3.4
Baltimore	10,604	252	2.4	3,803	35.9	3,918	36.9	14	0.1	2,472	23.3	125	1.2	20	0.2
Calvert	1,397	35	2.5	135	9.7	735	52.6	0	0.0	430	30.8	24	1.7	38	2.7
Caroline	578	4	0.7	37	6.4	317	54.8	43	7.4	151	26.1	8	1.4	18	3.1
Carroll	2,328	13	0.6	567	24.4	673	28.9	401	17.2	615	26.4	33	1.4	26	1.1
Cecil	1,516	23	1.5	98	6.5	924	60.9	19	1.3	408	26.9	22	1.5	22	1.5
Charles	2,445	36	1.5	163	6.7	1,355	55.4	238	9.7	635	26.0	6	0.2	12	0.5
Dorchester	510	9	1.8	88	17.3	226	44.3	21	4.1	154	30.2	4	0.8	8	1.6
Frederick	3,717	43	1.2	923	24.8	1,263	34.0	333	9.0	1,103	29.7	21	0.6	31	0.8
Garrett	396	8	2.0	31	7.8	219	55.3	39	9.8	81	20.5	12	3.0	6	1.5
Harford	3,202	41	1.3	608	19.0	1,652	51.6	12	0.4	843	26.3	24	0.7	22	0.7
Howard	5,834	108	1.9	561	9.6	3,691	63.3	387	6.6	953	16.3	27	0.5	107	1.8
Kent	203	3	1.5	12	5.9	61	30.0	16	7.9	106	52.2	2	1.0	3	1.5
Montgomery	15,196	138	0.9	4,227	27.8	2,309	15.2	5,138	33.8	2,919	19.2	48	0.3	417	2.7
Prince George's	11,721	686	5.9	2,561	21.8	4,448	37.9	1,193	10.2	2,641	22.5	77	0.7	115	1.0
Queen Anne's	701	7	1.0	8	1.1	455	64.9	23	3.3	188	26.8	7	1.0	13	1.9
St. Mary's	1,483	33	2.2	3	0.2	957	64.5	1	0.1	463	31.2	14	0.9	12	0.8
SEED School	115	6	5.2	4	3.5	42	36.5	2	1.7	58	50.4	2	1.7	1	0.9
Somerset	372	8	2.2	21	5.6	186	50.0	5	1.3	131	35.2	11	3.0	10	2.7
Talbot	443	12	2.7	6	1.4	264	59.6	8	1.8	135	30.5	5	1.1	13	2.9
Washington	1,996	33	1.7	75	3.8	1,102	55.2	336	16.8	416	20.8	17	0.9	17	0.9
Wicomico	1,531	23	1.5	706	46.1	207	13.5	173	11.3	391	25.5	26	1.7	5	0.3
Worcester	789	20	2.5	299	37.9	254	32.2	65	8.2	134	17.0	11	1.4	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 2019**

Local School System	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>2,842</b>	<b>237</b>	<b>8.3</b>	<b>731</b>	<b>25.7</b>	<b>1,258</b>	<b>44.3</b>	<b>92</b>	<b>3.2</b>	<b>370</b>	<b>13.0</b>	<b>64</b>	<b>2.3</b>	<b>90</b>	<b>3.2</b>
Allegany	34	4	11.8	7	20.6	15	44.1	0	0.0	5	14.7	1	2.9	2	5.9
Anne Arundel	191	24	12.6	31	16.2	113	59.2	2	1.0	13	6.8	3	1.6	5	2.6
Baltimore City	404	29	7.2	61	15.1	249	61.6	7	1.7	45	11.1	2	0.5	11	2.7
Baltimore	454	18	4.0	200	44.1	109	24.0	0	0.0	82	18.1	40	8.8	5	1.1
Calvert	61	8	13.1	7	11.5	34	55.7	0	0.0	8	13.1	1	1.6	3	4.9
Caroline	31	2	6.5	3	9.7	17	54.8	1	3.2	7	22.6	0	0.0	1	3.2
Carroll	100	2	2.0	40	40.0	33	33.0	6	6.0	15	15.0	0	0.0	4	4.0
Cecil	68	8	11.8	12	17.6	25	36.8	0	0.0	12	17.6	2	2.9	9	13.2
Charles	87	4	4.6	9	10.3	62	71.3	3	3.4	6	6.9	1	1.1	2	2.3
Dorchester	35	2	5.7	7	20.0	20	57.1	0	0.0	5	14.3	0	0.0	1	2.9
Frederick	188	10	5.3	56	29.8	85	45.2	0	0.0	26	13.8	4	2.1	7	3.7
Garrett	19	3	15.8	3	15.8	6	31.6	0	0.0	6	31.6	1	5.3	0	0.0
Harford	104	7	6.7	22	21.2	52	50.0	0	0.0	22	21.2	0	0.0	1	1.0
Howard	194	16	8.2	30	15.5	104	53.6	2	1.0	25	12.9	0	0.0	17	8.8
Kent	14	0	0.0	5	35.7	1	7.1	0	0.0	8	57.1	0	0.0	0	0.0
Montgomery	274	16	5.8	117	42.7	59	21.5	56	20.4	22	8.0	0	0.0	4	1.5
Prince George's	195	47	24.1	51	26.2	79	40.5	11	5.6	6	3.1	0	0.0	1	0.5
Queen Anne's	21	1	4.8	1	4.8	14	66.7	1	4.8	3	14.3	0	0.0	1	4.8
St. Mary's	79	10	12.7	0	0.0	52	65.8	0	0.0	12	15.2	3	3.8	2	2.5
SEED School	14	0	0.0	0	0.0	8	57.1	0	0.0	6	42.9	0	0.0	0	0.0
Somerset	35	1	2.9	4	11.4	22	62.9	0	0.0	4	11.4	1	2.9	3	8.6
Talbot	45	3	6.7	0	0.0	25	55.6	0	0.0	7	15.6	3	6.7	7	15.6
Washington	92	11	12.0	5	5.4	56	60.9	0	0.0	15	16.3	2	2.2	3	3.3
Wicomico	78	9	11.5	45	57.7	14	17.9	1	1.3	8	10.3	0	0.0	1	1.3
Worcester	25	2	8.0	15	60.0	4	16.0	2	8.0	2	8.0	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 2019**

Local School System	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>158</b>	<b>53</b>	<b>33.5</b>	<b>19</b>	<b>12.0</b>	<b>69</b>	<b>43.7</b>	<b>5</b>	<b>3.2</b>	<b>12</b>	<b>7.6</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Allegany	4	1	25.0	0	0.0	2	50.0	0	0.0	1	25.0	0	0.0	0	0.0
Anne Arundel	14	5	35.7	0	0.0	9	64.3	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	32	9	28.1	2	6.3	21	65.6	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore	12	3	25.0	1	8.3	6	50.0	0	0.0	2	16.7	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	4	1	25.0	1	25.0	2	50.0	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	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	9	4	44.4	2	22.2	0	0.0	0	0.0	3	33.3	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	0	0.0	3	60.0	0	0.0	1	20.0	0	0.0	0	0.0
Howard	8	3	37.5	1	12.5	2	25.0	0	0.0	2	25.0	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	15	3	20.0	4	26.7	5	33.3	2	13.3	1	6.7	0	0.0	0	0.0
Prince George's	14	5	35.7	0	0.0	7	50.0	2	14.3	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	1	25.0	3	75.0	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 2019**

Local School System	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>1,826</b>	<b>158</b>	<b>8.7</b>	<b>366</b>	<b>20.0</b>	<b>744</b>	<b>40.7</b>	<b>73</b>	<b>4.0</b>	<b>333</b>	<b>18.2</b>	<b>63</b>	<b>3.5</b>	<b>89</b>	<b>4.9</b>
Allegany	24	3	12.5	4	16.7	10	41.7	0	0.0	4	16.7	1	4.2	2	8.3
Anne Arundel	109	16	14.7	15	13.8	55	50.5	2	1.8	13	11.9	3	2.8	5	4.6
Baltimore City	175	17	9.7	12	6.9	83	47.4	6	3.4	44	25.1	2	1.1	11	6.3
Baltimore	282	11	3.9	88	31.2	61	21.6	0	0.0	77	27.3	40	14.2	5	1.8
Calvert	46	6	13.0	3	6.5	25	54.3	0	0.0	8	17.4	1	2.2	3	6.5
Caroline	26	1	3.8	2	7.7	15	57.7	1	3.8	6	23.1	0	0.0	1	3.8
Carroll	86	1	1.2	32	37.2	29	33.7	6	7.0	14	16.3	0	0.0	4	4.7
Cecil	62	5	8.1	11	17.7	23	37.1	0	0.0	12	19.4	2	3.2	9	14.5
Charles	63	3	4.8	3	4.8	45	71.4	3	4.8	6	9.5	1	1.6	2	3.2
Dorchester	23	1	4.3	5	21.7	11	47.8	0	0.0	5	21.7	0	0.0	1	4.3
Frederick	112	5	4.5	37	33.0	49	43.8	0	0.0	10	8.9	4	3.6	7	6.3
Garrett	15	3	20.0	1	6.7	6	40.0	0	0.0	4	26.7	1	6.7	0	0.0
Harford	74	5	6.8	19	25.7	28	37.8	0	0.0	21	28.4	0	0.0	1	1.4
Howard	159	13	8.2	19	11.9	85	53.5	2	1.3	23	14.5	0	0.0	17	10.7
Kent	11	0	0.0	5	45.5	1	9.1	0	0.0	5	45.5	0	0.0	0	0.0
Montgomery	173	13	7.5	51	29.5	44	25.4	41	23.7	20	11.6	0	0.0	4	2.3
Prince George's	122	31	25.4	20	16.4	55	45.1	9	7.4	6	4.9	0	0.0	1	0.8
Queen Anne's	17	0	0.0	0	0.0	13	76.5	0	0.0	3	17.6	0	0.0	1	5.9
St. Mary's	65	6	9.2	0	0.0	42	64.6	0	0.0	12	18.5	3	4.6	2	3.1
SEED School	10	0	0.0	0	0.0	5	50.0	0	0.0	5	50.0	0	0.0	0	0.0
Somerset	20	0	0.0	2	10.0	12	60.0	0	0.0	4	20.0	0	0.0	2	10.0
Talbot	30	1	3.3	0	0.0	13	43.3	0	0.0	6	20.0	3	10.0	7	23.3
Washington	58	9	15.5	2	3.4	27	46.6	0	0.0	15	25.9	2	3.4	3	5.2
Wicomico	46	7	15.2	25	54.3	4	8.7	1	2.2	8	17.4	0	0.0	1	2.2
Worcester	18	1	5.6	10	55.6	3	16.7	2	11.1	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 2019**

Local School System	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>858</b>	<b>26</b>	<b>3.0</b>	<b>346</b>	<b>40.3</b>	<b>445</b>	<b>51.9</b>	<b>14</b>	<b>1.6</b>	<b>25</b>	<b>2.9</b>	<b>1</b>	<b>0.1</b>	<b>1</b>	<b>0.1</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	68	3	4.4	16	23.5	49	72.1	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	197	3	1.5	47	23.9	145	73.6	1	0.5	1	0.5	0	0.0	0	0.0
Baltimore	160	4	2.5	111	69.4	42	26.3	0	0.0	3	1.9	0	0.0	0	0.0
Calvert	12	1	8.3	4	33.3	7	58.3	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	10	0	0.0	7	70.0	2	20.0	0	0.0	1	10.0	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	20	0	0.0	6	30.0	14	70.0	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	11	1	9.1	1	9.1	9	81.8	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	67	1	1.5	17	25.4	36	53.7	0	0.0	13	19.4	0	0.0	0	0.0
Garrett	2	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0
Harford	25	1	4.0	3	12.0	21	84.0	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	2	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0
Montgomery	86	0	0.0	62	72.1	10	11.6	13	15.1	1	1.2	0	0.0	0	0.0
Prince George's	59	11	18.6	31	52.5	17	28.8	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	9	0	0.0	0	0.0	9	100.0	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
Somerset	13	0	0.0	2	15.4	9	69.2	0	0.0	0	0.0	1	7.7	1	7.7
Talbot	12	0	0.0	0	0.0	11	91.7	0	0.0	1	8.3	0	0.0	0	0.0
Washington	31	0	0.0	3	9.7	28	90.3	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	28	1	3.6	18	64.3	9	32.1	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 2019**

Local School System	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>1,425</b>	<b>179</b>	<b>12.6</b>	<b>307</b>	<b>21.5</b>	<b>744</b>	<b>52.2</b>	<b>118</b>	<b>8.3</b>	<b>77</b>	<b>5.4</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</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	124	5	4.0	31	25.0	88	71.0	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	167	18	10.8	27	16.2	113	67.7	5	3.0	4	2.4	0	0.0	0	0.0
Baltimore	170	44	25.9	26	15.3	41	24.1	0	0.0	59	34.7	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	10	1	10.0	1	10.0	8	80.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	39	1	2.6	11	28.2	21	53.8	4	10.3	2	5.1	0	0.0	0	0.0
Cecil	28	5	17.9	3	10.7	20	71.4	0	0.0	0	0.0	0	0.0	0	0.0
Charles	41	1	2.4	11	26.8	29	70.7	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	13	1	7.7	2	15.4	10	76.9	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	69	7	10.1	36	52.2	25	36.2	0	0.0	1	1.4	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	4	7.5	13	24.5	36	67.9	0	0.0	0	0.0	0	0.0	0	0.0
Howard	77	6	7.8	8	10.4	57	74.0	6	7.8	0	0.0	0	0.0	0	0.0
Kent	5	1	20.0	0	0.0	2	40.0	0	0.0	2	40.0	0	0.0	0	0.0
Montgomery	211	6	2.8	71	33.6	53	25.1	79	37.4	2	0.9	0	0.0	0	0.0
Prince George's	218	48	22.0	39	17.9	104	47.7	23	10.6	4	1.8	0	0.0	0	0.0
Queen Anne's	14	1	7.1	0	0.0	13	92.9	0	0.0	0	0.0	0	0.0	0	0.0
St. Mary's	27	6	22.2	0	0.0	21	77.8	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	4	44.4	0	0.0	5	55.6	0	0.0	0	0.0	0	0.0	0	0.0
Washington	42	6	14.3	0	0.0	35	83.3	1	2.4	0	0.0	0	0.0	0	0.0
Wicomico	26	2	7.7	18	69.2	6	23.1	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	14	4	28.6	3	21.4	7	50.0	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 2019**

Local School System	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>2,207</b>	<b>94</b>	<b>4.3</b>	<b>581</b>	<b>26.3</b>	<b>1,126</b>	<b>51.0</b>	<b>188</b>	<b>8.5</b>	<b>137</b>	<b>6.2</b>	<b>77</b>	<b>3.5</b>	<b>4</b>	<b>0.2</b>
Allegany	19	2	10.5	2	10.5	15	78.9	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	199	6	3.0	59	29.6	121	60.8	1	0.5	4	2.0	4	2.0	4	2.0
Baltimore City	205	7	3.4	33	16.1	156	76.1	3	1.5	6	2.9	0	0.0	0	0.0
Baltimore	288	0	0.0	20	6.9	99	34.4	0	0.0	96	33.3	73	25.3	0	0.0
Calvert	51	1	2.0	6	11.8	44	86.3	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	15	0	0.0	1	6.7	14	93.3	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	53	0	0.0	20	37.7	19	35.8	12	22.6	2	3.8	0	0.0	0	0.0
Cecil	35	1	2.9	3	8.6	31	88.6	0	0.0	0	0.0	0	0.0	0	0.0
Charles	83	4	4.8	16	19.3	61	73.5	2	2.4	0	0.0	0	0.0	0	0.0
Dorchester	16	3	18.8	6	37.5	7	43.8	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	96	3	3.1	43	44.8	41	42.7	1	1.0	8	8.3	0	0.0	0	0.0
Garrett	6	0	0.0	1	16.7	5	83.3	0	0.0	0	0.0	0	0.0	0	0.0
Harford	79	4	5.1	24	30.4	51	64.6	0	0.0	0	0.0	0	0.0	0	0.0
Howard	143	6	4.2	21	14.7	111	77.6	5	3.5	0	0.0	0	0.0	0	0.0
Kent	3	0	0.0	0	0.0	1	33.3	0	0.0	2	66.7	0	0.0	0	0.0
Montgomery	334	3	0.9	128	38.3	56	16.8	140	41.9	7	2.1	0	0.0	0	0.0
Prince George's	397	45	11.3	153	38.5	165	41.6	24	6.0	10	2.5	0	0.0	0	0.0
Queen Anne's	13	0	0.0	0	0.0	12	92.3	0	0.0	1	7.7	0	0.0	0	0.0
St. Mary's	47	1	2.1	0	0.0	46	97.9	0	0.0	0	0.0	0	0.0	0	0.0
SEED School	2	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	10	1	10.0	2	20.0	7	70.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	10	1	10.0	0	0.0	8	80.0	0	0.0	1	10.0	0	0.0	0	0.0
Washington	47	1	2.1	0	0.0	46	97.9	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	39	0	0.0	34	87.2	5	12.8	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	17	4	23.5	9	52.9	4	23.5	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 2019**

Local School System	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>62,040</b>	<b>864</b>	<b>1.4</b>	<b>11,249</b>	<b>18.1</b>	<b>24,172</b>	<b>39.0</b>	<b>8,430</b>	<b>13.6</b>	<b>17,009</b>	<b>27.4</b>	<b>68</b>	<b>0.1</b>	<b>248</b>	<b>0.4</b>
Allegany	599	10	1.7	43	7.2	401	66.9	69	11.5	67	11.2	1	0.2	8	1.3
Anne Arundel	5,859	67	1.1	762	13.0	2,756	47.0	700	11.9	1,552	26.5	5	0.1	17	0.3
Baltimore City	4,940	91	1.8	273	5.5	2,133	43.2	339	6.9	2,055	41.6	8	0.2	41	0.8
Baltimore	7,712	57	0.7	2,520	32.7	3,075	39.9	10	0.1	2,050	26.6	0	0.0	0	0.0
Calvert	1,007	15	1.5	80	7.9	527	52.3	0	0.0	372	36.9	4	0.4	9	0.9
Caroline	424	1	0.2	25	5.9	221	52.1	37	8.7	134	31.6	1	0.2	5	1.2
Carroll	1,779	3	0.2	386	21.7	487	27.4	365	20.5	528	29.7	3	0.2	7	0.4
Cecil	1,157	8	0.7	54	4.7	706	61.0	19	1.6	361	31.2	3	0.3	6	0.5
Charles	1,841	17	0.9	72	3.9	930	50.5	216	11.7	601	32.6	2	0.1	3	0.2
Dorchester	369	2	0.5	50	13.6	151	40.9	20	5.4	137	37.1	2	0.5	7	1.9
Frederick	2,744	16	0.6	572	20.8	871	31.7	300	10.9	976	35.6	4	0.1	5	0.2
Garrett	304	2	0.7	18	5.9	177	58.2	38	12.5	60	19.7	3	1.0	6	2.0
Harford	2,478	14	0.6	446	18.0	1,259	50.8	12	0.5	737	29.7	3	0.1	7	0.3
Howard	4,344	50	1.2	371	8.5	2,781	64.0	357	8.2	785	18.1	0	0.0	0	0.0
Kent	164	2	1.2	6	3.7	52	31.7	16	9.8	86	52.4	0	0.0	2	1.2
Montgomery	11,533	74	0.6	2,848	24.7	1,726	15.0	4,299	37.3	2,510	21.8	9	0.1	67	0.6
Prince George's	9,315	390	4.2	1,931	20.7	3,511	37.7	1,076	11.6	2,365	25.4	10	0.1	32	0.3
Queen Anne's	526	4	0.8	4	0.8	331	62.9	20	3.8	161	30.6	0	0.0	6	1.1
St. Mary's	1,092	10	0.9	1	0.1	664	60.8	1	0.1	407	37.3	3	0.3	6	0.5
SEED School	46	4	8.7	2	4.3	27	58.7	1	2.2	12	26.1	0	0.0	0	0.0
Somerset	248	5	2.0	5	2.0	117	47.2	5	2.0	111	44.8	2	0.8	3	1.2
Talbot	329	2	0.6	5	1.5	194	59.0	8	2.4	118	35.9	0	0.0	2	0.6
Washington	1,487	6	0.4	47	3.2	745	50.1	299	20.1	382	25.7	3	0.2	5	0.3
Wicomico	1,165	9	0.8	513	44.0	140	12.0	162	13.9	338	29.0	2	0.2	1	0.1
Worcester	578	5	0.9	215	37.2	190	32.9	61	10.6	104	18.0	0	0.0	3	0.5

**Table 6**  
**Number and Percent of Therapists by Type of Degree**  
**Maryland Public Schools: October 2019**

Local School System	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>2,194</b>	<b>123</b>	<b>5.6</b>	<b>688</b>	<b>31.4</b>	<b>1,102</b>	<b>50.2</b>	<b>125</b>	<b>5.7</b>	<b>146</b>	<b>6.7</b>	<b>9</b>	<b>0.4</b>	<b>1</b>	<b>0.0</b>
Allegany	26	2	7.7	4	15.4	18	69.2	1	3.8	1	3.8	0	0.0	0	0.0
Anne Arundel	245	6	2.4	5	2.0	199	81.2	1	0.4	34	13.9	0	0.0	0	0.0
Baltimore City	176	8	4.5	10	5.7	140	79.5	6	3.4	12	6.8	0	0.0	0	0.0
Baltimore	305	29	9.5	157	51.5	109	35.7	0	0.0	10	3.3	0	0.0	0	0.0
Calvert	51	3	5.9	6	11.8	35	68.6	0	0.0	7	13.7	0	0.0	0	0.0
Caroline	4	0	0.0	0	0.0	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	73	2	2.7	23	31.5	37	50.7	2	2.7	5	6.8	4	5.5	0	0.0
Cecil	33	0	0.0	2	6.1	29	87.9	0	0.0	2	6.1	0	0.0	0	0.0
Charles	25	0	0.0	4	16.0	14	56.0	2	8.0	5	20.0	0	0.0	0	0.0
Dorchester	4	0	0.0	2	50.0	2	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	74	0	0.0	26	35.1	47	63.5	0	0.0	1	1.4	0	0.0	0	0.0
Garrett	10	0	0.0	6	60.0	4	40.0	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	200	11	5.5	9	4.5	170	85.0	5	2.5	5	2.5	0	0.0	0	0.0
Kent	6	0	0.0	0	0.0	2	33.3	0	0.0	3	50.0	0	0.0	1	16.7
Montgomery	593	5	0.8	355	59.9	111	18.7	95	16.0	27	4.6	0	0.0	0	0.0
Prince George's	170	46	27.1	58	34.1	48	28.2	10	5.9	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	20	1	5.0	1	5.0	15	75.0	0	0.0	3	15.0	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	7	0	0.0	3	42.9	0	0.0	0	0.0	3	42.9	1	14.3	0	0.0
Talbot	6	0	0.0	0	0.0	5	83.3	0	0.0	1	16.7	0	0.0	0	0.0
Washington	37	2	5.4	0	0.0	28	75.7	1	2.7	3	8.1	3	8.1	0	0.0
Wicomico	13	0	0.0	6	46.2	3	23.1	1	7.7	3	23.1	0	0.0	0	0.0
Worcester	18	1	5.6	7	38.9	8	44.4	1	5.6	1	5.6	0	0.0	0	0.0

**Table 7**  
**Number and Percent of Librarians by Type of Degree**  
**Maryland Public Schools: October 2019**

Local School System	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>16</b>	<b>1.4</b>	<b>477</b>	<b>40.7</b>	<b>503</b>	<b>42.9</b>	<b>87</b>	<b>7.4</b>	<b>89</b>	<b>7.6</b>	<b>1</b>	<b>0.1</b>	<b>0</b>	<b>0.0</b>
Allegany	15	0	0.0	6	40.0	7	46.7	2	13.3	0	0.0	0	0.0	0	0.0
Anne Arundel	141	1	0.7	54	38.3	72	51.1	7	5.0	7	5.0	0	0.0	0	0.0
Baltimore City	56	2	3.6	14	25.0	32	57.1	3	5.4	5	8.9	0	0.0	0	0.0
Baltimore	162	0	0.0	106	65.4	46	28.4	0	0.0	10	6.2	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	39	0	0.0	15	38.5	19	48.7	1	2.6	4	10.3	0	0.0	0	0.0
Cecil	26	0	0.0	4	15.4	18	69.2	0	0.0	4	15.4	0	0.0	0	0.0
Charles	28	0	0.0	9	32.1	18	64.3	0	0.0	1	3.6	0	0.0	0	0.0
Dorchester	10	0	0.0	7	70.0	2	20.0	0	0.0	1	10.0	0	0.0	0	0.0
Frederick	61	0	0.0	23	37.7	29	47.5	0	0.0	9	14.8	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	57	0	0.0	19	33.3	34	59.6	0	0.0	4	7.0	0	0.0	0	0.0
Howard	108	1	0.9	38	35.2	66	61.1	0	0.0	3	2.8	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	203	2	1.0	91	44.8	25	12.3	58	28.6	27	13.3	0	0.0	0	0.0
Prince George's	121	7	5.8	47	38.8	54	44.6	7	5.8	6	5.0	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	28	0	0.0	0	0.0	25	89.3	0	0.0	3	10.7	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	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	35	1	2.9	7	20.0	20	57.1	6	17.1	1	2.9	0	0.0	0	0.0
Wicomico	22	0	0.0	14	63.6	5	22.7	2	9.1	1	4.5	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 2019**

Local School System	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>2,591</b>	<b>37</b>	<b>1.4</b>	<b>1,009</b>	<b>38.9</b>	<b>1,352</b>	<b>52.2</b>	<b>100</b>	<b>3.9</b>	<b>92</b>	<b>3.6</b>	<b>0</b>	<b>0.0</b>	<b>1</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	242	0	0.0	135	55.8	107	44.2	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	111	1	0.9	14	12.6	91	82.0	1	0.9	4	3.6	0	0.0	0	0.0
Baltimore	352	2	0.6	209	59.4	140	39.8	1	0.3	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	18	0	0.0	2	11.1	16	88.9	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	81	0	0.0	53	65.4	26	32.1	2	2.5	0	0.0	0	0.0	0	0.0
Cecil	54	0	0.0	9	16.7	45	83.3	0	0.0	0	0.0	0	0.0	0	0.0
Charles	82	0	0.0	8	9.8	71	86.6	0	0.0	3	3.7	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	128	1	0.8	54	42.2	55	43.0	0	0.0	18	14.1	0	0.0	0	0.0
Garrett	13	0	0.0	0	0.0	13	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	100	2	2.0	32	32.0	66	66.0	0	0.0	0	0.0	0	0.0	0	0.0
Howard	163	1	0.6	23	14.1	135	82.8	1	0.6	2	1.2	0	0.0	1	0.6
Kent	5	0	0.0	0	0.0	3	60.0	0	0.0	2	40.0	0	0.0	0	0.0
Montgomery	541	2	0.4	287	53.0	123	22.7	82	15.2	47	8.7	0	0.0	0	0.0
Prince George's	368	20	5.4	105	28.5	222	60.3	9	2.4	12	3.3	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	49	2	4.1	0	0.0	46	93.9	0	0.0	1	2.0	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	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	65	0	0.0	5	7.7	60	92.3	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	66	2	3.0	33	50.0	24	36.4	4	6.1	3	4.5	0	0.0	0	0.0
Worcester	23	0	0.0	14	60.9	9	39.1	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 2019**

Local School System	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>815</b>	<b>156</b>	<b>19.1</b>	<b>333</b>	<b>40.9</b>	<b>306</b>	<b>37.5</b>	<b>3</b>	<b>0.4</b>	<b>17</b>	<b>2.1</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Allegany	7	1	14.3	5	71.4	1	14.3	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	83	12	14.5	13	15.7	58	69.9	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	142	27	19.0	41	28.9	71	50.0	0	0.0	3	2.1	0	0.0	0	0.0
Baltimore	103	38	36.9	65	63.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Calvert	7	0	0.0	5	71.4	2	28.6	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	5	0	0.0	1	20.0	4	80.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	21	5	23.8	2	9.5	13	61.9	0	0.0	1	4.8	0	0.0	0	0.0
Cecil	7	1	14.3	4	57.1	2	28.6	0	0.0	0	0.0	0	0.0	0	0.0
Charles	38	5	13.2	15	39.5	18	47.4	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	4	0	0.0	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	27	6	22.2	7	25.9	14	51.9	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	34	1	2.9	14	41.2	19	55.9	0	0.0	0	0.0	0	0.0	0	0.0
Howard	74	14	18.9	16	21.6	42	56.8	0	0.0	2	2.7	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	122	15	12.3	81	66.4	15	12.3	3	2.5	8	6.6	0	0.0	0	0.0
Prince George's	91	26	28.6	41	45.1	22	24.2	0	0.0	2	2.2	0	0.0	0	0.0
Queen Anne's	3	0	0.0	0	0.0	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0
St. Mary's	16	2	12.5	0	0.0	14	87.5	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	10	1	10.0	2	20.0	7	70.0	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 2019**

Local School System	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>82,813</b>	<b>23,702</b>	<b>28.6</b>	<b>13,636</b>	<b>16.5</b>	<b>14,999</b>	<b>18.1</b>	<b>12,801</b>	<b>15.5</b>	<b>9,209</b>	<b>11.1</b>	<b>4,320</b>	<b>5.2</b>	<b>4,146</b>	<b>5.0</b>
Allegany	796	115	14.4	78	9.8	160	20.1	139	17.5	133	16.7	79	9.9	92	11.6
Anne Arundel	7,737	2,117	27.4	1,491	19.3	1,307	16.9	1,155	14.9	856	11.1	395	5.1	416	5.4
Baltimore City	7,203	2,186	30.3	1,276	17.7	1,214	16.9	1,177	16.3	747	10.4	246	3.4	357	5.0
Baltimore	10,604	4,164	39.3	1,672	15.8	1,766	16.7	1,497	14.1	909	8.6	345	3.3	251	2.4
Calvert	1,397	182	13.0	148	10.6	249	17.8	279	20.0	270	19.3	165	11.8	104	7.4
Caroline	578	144	24.9	82	14.2	118	20.4	87	15.1	68	11.8	41	7.1	38	6.6
Carroll	2,328	406	17.4	347	14.9	408	17.5	403	17.3	349	15.0	239	10.3	176	7.6
Cecil	1,516	324	21.4	224	14.8	361	23.8	239	15.8	199	13.1	82	5.4	87	5.7
Charles	2,445	778	31.8	336	13.7	528	21.6	319	13.0	204	8.3	149	6.1	131	5.4
Dorchester	510	218	42.7	84	16.5	68	13.3	57	11.2	35	6.9	32	6.3	16	3.1
Frederick	3,717	919	24.7	538	14.5	641	17.2	530	14.3	495	13.3	296	8.0	298	8.0
Garrett	396	98	24.7	32	8.1	47	11.9	61	15.4	67	16.9	54	13.6	37	9.3
Harford	3,202	736	23.0	496	15.5	583	18.2	506	15.8	482	15.1	229	7.2	170	5.3
Howard	5,834	1,034	17.7	1,022	17.5	1,217	20.9	1,111	19.0	730	12.5	361	6.2	359	6.2
Kent	203	84	41.4	34	16.7	22	10.8	11	5.4	26	12.8	14	6.9	12	5.9
Montgomery	15,196	3,313	21.8	2,682	17.6	2,845	18.7	2,588	17.0	1,986	13.1	854	5.6	928	6.1
Prince George's	11,721	5,098	43.5	1,838	15.7	2,057	17.5	1,382	11.8	822	7.0	288	2.5	236	2.0
Queen Anne's	701	137	19.5	134	19.1	148	21.1	111	15.8	85	12.1	45	6.4	41	5.8
St. Mary's	1,483	364	24.5	214	14.4	269	18.1	274	18.5	173	11.7	97	6.5	92	6.2
SEED School	115	65	56.5	26	22.6	18	15.7	2	1.7	3	2.6	0	0.0	1	0.9
Somerset	372	126	33.9	58	15.6	68	18.3	51	13.7	36	9.7	11	3.0	22	5.9
Talbot	443	98	22.1	77	17.4	82	18.5	90	20.3	48	10.8	19	4.3	29	6.5
Washington	1,996	410	20.5	378	18.9	425	21.3	365	18.3	215	10.8	114	5.7	89	4.5
Wicomico	1,531	394	25.7	243	15.9	277	18.1	239	15.6	174	11.4	105	6.9	99	6.5
Worcester	789	192	24.3	126	16.0	121	15.3	128	16.2	97	12.3	60	7.6	65	8.2

\* 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 2019**

Local School System	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>2,842</b>	<b>661</b>	<b>23.3</b>	<b>289</b>	<b>10.2</b>	<b>372</b>	<b>13.1</b>	<b>462</b>	<b>16.3</b>	<b>470</b>	<b>16.5</b>	<b>272</b>	<b>9.6</b>	<b>316</b>	<b>11.1</b>
Allegany	34	4	11.8	3	8.8	4	11.8	5	14.7	5	14.7	5	14.7	8	23.5
Anne Arundel	191	5	2.6	17	8.9	28	14.7	38	19.9	33	17.3	28	14.7	42	22.0
Baltimore City	404	62	15.3	62	15.3	45	11.1	97	24.0	76	18.8	23	5.7	39	9.7
Baltimore	454	293	64.5	62	13.7	57	12.6	32	7.0	8	1.8	2	0.4	0	0.0
Calvert	61	2	3.3	3	4.9	7	11.5	8	13.1	16	26.2	15	24.6	10	16.4
Caroline	31	5	16.1	0	0.0	5	16.1	10	32.3	2	6.5	4	12.9	5	16.1
Carroll	100	2	2.0	3	3.0	10	10.0	13	13.0	29	29.0	23	23.0	20	20.0
Cecil	68	16	23.5	3	4.4	13	19.1	6	8.8	13	19.1	4	5.9	13	19.1
Charles	87	7	8.0	3	3.4	13	14.9	14	16.1	17	19.5	15	17.2	18	20.7
Dorchester	35	11	31.4	5	14.3	3	8.6	4	11.4	4	11.4	6	17.1	2	5.7
Frederick	188	33	17.6	23	12.2	29	15.4	25	13.3	32	17.0	17	9.0	29	15.4
Garrett	19	2	10.5	3	15.8	0	0.0	3	15.8	2	10.5	3	15.8	6	31.6
Harford	104	15	14.4	6	5.8	13	12.5	16	15.4	28	26.9	17	16.3	9	8.7
Howard	194	43	22.2	20	10.3	28	14.4	39	20.1	30	15.5	24	12.4	10	5.2
Kent	14	7	50.0	0	0.0	1	7.1	1	7.1	1	7.1	3	21.4	1	7.1
Montgomery	274	29	10.6	22	8.0	31	11.3	53	19.3	56	20.4	34	12.4	49	17.9
Prince George's	195	49	25.1	20	10.3	22	11.3	31	15.9	40	20.5	17	8.7	16	8.2
Queen Anne's	21	4	19.0	1	4.8	2	9.5	5	23.8	5	23.8	1	4.8	3	14.3
St. Mary's	79	10	12.7	6	7.6	12	15.2	17	21.5	14	17.7	12	15.2	8	10.1
SEED School	14	5	35.7	3	21.4	5	35.7	0	0.0	1	7.1	0	0.0	0	0.0
Somerset	35	9	25.7	2	5.7	8	22.9	4	11.4	9	25.7	1	2.9	2	5.7
Talbot	45	7	15.6	2	4.4	9	20.0	4	8.9	10	22.2	2	4.4	11	24.4
Washington	92	15	16.3	8	8.7	15	16.3	20	21.7	23	25.0	5	5.4	6	6.5
Wicomico	78	12	15.4	9	11.5	11	14.1	15	19.2	14	17.9	10	12.8	7	9.0
Worcester	25	14	56.0	3	12.0	1	4.0	2	8.0	2	8.0	1	4.0	2	8.0

\* 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 2019**

Local School System	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>158</b>	<b>46</b>	<b>29.1</b>	<b>11</b>	<b>7.0</b>	<b>10</b>	<b>6.3</b>	<b>17</b>	<b>10.8</b>	<b>25</b>	<b>15.8</b>	<b>18</b>	<b>11.4</b>	<b>31</b>	<b>19.6</b>
Allegany	4	1	25.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	2	50.0
Anne Arundel	14	0	0.0	0	0.0	0	0.0	1	7.1	2	14.3	5	35.7	6	42.9
Baltimore City	32	8	25.0	6	18.8	4	12.5	7	21.9	4	12.5	0	0.0	3	9.4
Baltimore	12	9	75.0	2	16.7	1	8.3	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	4	1	25.0	0	0.0	0	0.0	0	0.0	2	50.0	1	25.0	0	0.0
Cecil	3	0	0.0	1	33.3	0	0.0	0	0.0	1	33.3	1	33.3	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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
Frederick	9	3	33.3	0	0.0	0	0.0	0	0.0	1	11.1	2	22.2	3	33.3
Garrett	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0
Harford	5	3	60.0	1	20.0	0	0.0	0	0.0	1	20.0	0	0.0	0	0.0
Howard	8	3	37.5	0	0.0	2	25.0	1	12.5	2	25.0	0	0.0	0	0.0
Kent	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	15	3	20.0	0	0.0	0	0.0	6	40.0	3	20.0	1	6.7	2	13.3
Prince George's	14	6	42.9	0	0.0	0	0.0	1	7.1	2	14.3	3	21.4	2	14.3
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	0	0.0	2	40.0	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	1	25.0	0	0.0	1	25.0
Worcester	4	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0	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 2019**

Local School System	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>1,826</b>	<b>452</b>	<b>24.8</b>	<b>168</b>	<b>9.2</b>	<b>219</b>	<b>12.0</b>	<b>277</b>	<b>15.2</b>	<b>300</b>	<b>16.4</b>	<b>191</b>	<b>10.5</b>	<b>219</b>	<b>12.0</b>
Allegany	24	3	12.5	1	4.2	2	8.3	4	16.7	4	16.7	5	20.8	5	20.8
Anne Arundel	109	3	2.8	6	5.5	16	14.7	24	22.0	17	15.6	14	12.8	29	26.6
Baltimore City	175	44	25.1	35	20.0	18	10.3	34	19.4	20	11.4	6	3.4	18	10.3
Baltimore	282	204	72.3	43	15.2	20	7.1	12	4.3	2	0.7	1	0.4	0	0.0
Calvert	46	2	4.3	1	2.2	6	13.0	6	13.0	11	23.9	14	30.4	6	13.0
Caroline	26	5	19.2	0	0.0	3	11.5	10	38.5	1	3.8	2	7.7	5	19.2
Carroll	86	1	1.2	3	3.5	8	9.3	11	12.8	23	26.7	21	24.4	19	22.1
Cecil	62	16	25.8	2	3.2	12	19.4	6	9.7	11	17.7	3	4.8	12	19.4
Charles	63	5	7.9	1	1.6	9	14.3	10	15.9	13	20.6	11	17.5	14	22.2
Dorchester	23	4	17.4	4	17.4	2	8.7	4	17.4	3	13.0	5	21.7	1	4.3
Frederick	112	15	13.4	7	6.3	19	17.0	14	12.5	23	20.5	13	11.6	21	18.8
Garrett	15	2	13.3	3	20.0	0	0.0	2	13.3	2	13.3	2	13.3	4	26.7
Harford	74	6	8.1	4	5.4	9	12.2	12	16.2	24	32.4	13	17.6	6	8.1
Howard	159	38	23.9	19	11.9	22	13.8	30	18.9	22	13.8	19	11.9	9	5.7
Kent	11	4	36.4	0	0.0	1	9.1	1	9.1	1	9.1	3	27.3	1	9.1
Montgomery	173	23	13.3	9	5.2	19	11.0	29	16.8	38	22.0	26	15.0	29	16.8
Prince George's	122	30	24.6	6	4.9	14	11.5	21	17.2	31	25.4	11	9.0	9	7.4
Queen Anne's	17	3	17.6	1	5.9	1	5.9	4	23.5	4	23.5	1	5.9	3	17.6
St. Mary's	65	6	9.2	5	7.7	12	18.5	16	24.6	10	15.4	8	12.3	8	12.3
SEED School	10	3	30.0	3	30.0	3	30.0	0	0.0	1	10.0	0	0.0	0	0.0
Somerset	20	4	20.0	2	10.0	2	10.0	3	15.0	6	30.0	1	5.0	2	10.0
Talbot	30	5	16.7	0	0.0	6	20.0	4	13.3	5	16.7	2	6.7	8	26.7
Washington	58	11	19.0	4	6.9	8	13.8	13	22.4	14	24.1	4	6.9	4	6.9
Wicomico	46	6	13.0	6	13.0	6	13.0	5	10.9	13	28.3	5	10.9	5	10.9
Worcester	18	9	50.0	3	16.7	1	5.6	2	11.1	1	5.6	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 2019**

Local School System	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>858</b>	<b>163</b>	<b>19.0</b>	<b>110</b>	<b>12.8</b>	<b>143</b>	<b>16.7</b>	<b>168</b>	<b>19.6</b>	<b>145</b>	<b>16.9</b>	<b>63</b>	<b>7.3</b>	<b>66</b>	<b>7.7</b>
Allegany	6	0	0.0	1	16.7	2	33.3	1	16.7	1	16.7	0	0.0	1	16.7
Anne Arundel	68	2	2.9	11	16.2	12	17.6	13	19.1	14	20.6	9	13.2	7	10.3
Baltimore City	197	10	5.1	21	10.7	23	11.7	56	28.4	52	26.4	17	8.6	18	9.1
Baltimore	160	80	50.0	17	10.6	36	22.5	20	12.5	6	3.8	1	0.6	0	0.0
Calvert	12	0	0.0	2	16.7	1	8.3	2	16.7	5	41.7	1	8.3	1	8.3
Caroline	3	0	0.0	0	0.0	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0
Carroll	10	0	0.0	0	0.0	2	20.0	2	20.0	4	40.0	1	10.0	1	10.0
Cecil	3	0	0.0	0	0.0	1	33.3	0	0.0	1	33.3	0	0.0	1	33.3
Charles	20	2	10.0	2	10.0	4	20.0	4	20.0	3	15.0	4	20.0	1	5.0
Dorchester	11	7	63.6	1	9.1	1	9.1	0	0.0	1	9.1	1	9.1	0	0.0
Frederick	67	15	22.4	16	23.9	10	14.9	11	16.4	8	11.9	2	3.0	5	7.5
Garrett	2	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0
Harford	25	6	24.0	1	4.0	4	16.0	4	16.0	3	12.0	4	16.0	3	12.0
Howard	27	2	7.4	1	3.7	4	14.8	8	29.6	6	22.2	5	18.5	1	3.7
Kent	2	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	86	3	3.5	13	15.1	12	14.0	18	20.9	15	17.4	7	8.1	18	20.9
Prince George's	59	13	22.0	14	23.7	8	13.6	9	15.3	7	11.9	3	5.1	5	8.5
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	9	4	44.4	1	11.1	0	0.0	1	11.1	2	22.2	1	11.1	0	0.0
SEED School	2	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	13	3	23.1	0	0.0	6	46.2	1	7.7	3	23.1	0	0.0	0	0.0
Talbot	12	2	16.7	2	16.7	3	25.0	0	0.0	4	33.3	0	0.0	1	8.3
Washington	31	4	12.9	4	12.9	7	22.6	7	22.6	7	22.6	1	3.2	1	3.2
Wicomico	28	5	17.9	3	10.7	5	17.9	9	32.1	0	0.0	5	17.9	1	3.6
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 2019**

Local School System	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>1,425</b>	<b>153</b>	<b>10.7</b>	<b>107</b>	<b>7.5</b>	<b>201</b>	<b>14.1</b>	<b>291</b>	<b>20.4</b>	<b>342</b>	<b>24.0</b>	<b>171</b>	<b>12.0</b>	<b>160</b>	<b>11.2</b>
Allegany	21	0	0.0	0	0.0	0	0.0	1	4.8	11	52.4	3	14.3	6	28.6
Anne Arundel	124	0	0.0	1	0.8	20	16.1	33	26.6	31	25.0	14	11.3	25	20.2
Baltimore City	167	8	4.8	12	7.2	35	21.0	55	32.9	31	18.6	14	8.4	12	7.2
Baltimore	170	85	50.0	55	32.4	20	11.8	10	5.9	0	0.0	0	0.0	0	0.0
Calvert	24	0	0.0	0	0.0	1	4.2	9	37.5	6	25.0	4	16.7	4	16.7
Caroline	10	0	0.0	0	0.0	3	30.0	3	30.0	0	0.0	2	20.0	2	20.0
Carroll	39	0	0.0	0	0.0	6	15.4	11	28.2	9	23.1	8	20.5	5	12.8
Cecil	28	0	0.0	0	0.0	4	14.3	7	25.0	12	42.9	4	14.3	1	3.6
Charles	41	5	12.2	1	2.4	4	9.8	8	19.5	8	19.5	8	19.5	7	17.1
Dorchester	13	3	23.1	0	0.0	3	23.1	1	7.7	1	7.7	2	15.4	3	23.1
Frederick	69	1	1.4	1	1.4	8	11.6	13	18.8	21	30.4	13	18.8	12	17.4
Garrett	12	0	0.0	0	0.0	0	0.0	5	41.7	4	33.3	3	25.0	0	0.0
Harford	53	0	0.0	0	0.0	4	7.5	8	15.1	23	43.4	9	17.0	9	17.0
Howard	77	3	3.9	5	6.5	12	15.6	14	18.2	22	28.6	13	16.9	8	10.4
Kent	5	3	60.0	0	0.0	1	20.0	0	0.0	1	20.0	0	0.0	0	0.0
Montgomery	211	2	0.9	2	0.9	28	13.3	43	20.4	69	32.7	25	11.8	42	19.9
Prince George's	218	35	16.1	15	6.9	36	16.5	35	16.1	62	28.4	24	11.0	11	5.0
Queen Anne's	14	0	0.0	3	21.4	0	0.0	3	21.4	4	28.6	2	14.3	2	14.3
St. Mary's	27	0	0.0	0	0.0	5	18.5	6	22.2	4	14.8	6	22.2	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	1	11.1	3	33.3	1	11.1	4	44.4	0	0.0
Washington	42	0	0.0	0	0.0	7	16.7	13	31.0	14	33.3	7	16.7	1	2.4
Wicomico	26	1	3.8	3	11.5	1	3.8	5	19.2	7	26.9	6	23.1	3	11.5
Worcester	14	6	42.9	7	50.0	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 2019**

Local School System	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>2,207</b>	<b>298</b>	<b>13.5</b>	<b>253</b>	<b>11.5</b>	<b>489</b>	<b>22.2</b>	<b>533</b>	<b>24.2</b>	<b>371</b>	<b>16.8</b>	<b>156</b>	<b>7.1</b>	<b>107</b>	<b>4.8</b>
Allegany	19	0	0.0	0	0.0	2	10.5	7	36.8	8	42.1	2	10.5	0	0.0
Anne Arundel	199	1	0.5	19	9.5	53	26.6	61	30.7	38	19.1	10	5.0	17	8.5
Baltimore City	205	11	5.4	22	10.7	44	21.5	65	31.7	40	19.5	14	6.8	9	4.4
Baltimore	288	176	61.1	56	19.4	37	12.8	18	6.3	1	0.3	0	0.0	0	0.0
Calvert	51	0	0.0	2	3.9	9	17.6	15	29.4	18	35.3	5	9.8	2	3.9
Caroline	15	1	6.7	5	33.3	4	26.7	3	20.0	2	13.3	0	0.0	0	0.0
Carroll	53	0	0.0	5	9.4	14	26.4	21	39.6	4	7.5	6	11.3	3	5.7
Cecil	35	0	0.0	1	2.9	11	31.4	16	45.7	7	20.0	0	0.0	0	0.0
Charles	83	11	13.3	12	14.5	23	27.7	22	26.5	6	7.2	5	6.0	4	4.8
Dorchester	16	8	50.0	2	12.5	2	12.5	1	6.3	2	12.5	1	6.3	0	0.0
Frederick	96	5	5.2	3	3.1	26	27.1	23	24.0	22	22.9	9	9.4	8	8.3
Garrett	6	0	0.0	0	0.0	1	16.7	1	16.7	2	33.3	2	33.3	0	0.0
Harford	79	1	1.3	2	2.5	17	21.5	30	38.0	17	21.5	5	6.3	7	8.9
Howard	143	1	0.7	12	8.4	36	25.2	33	23.1	31	21.7	21	14.7	9	6.3
Kent	3	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	334	4	1.2	35	10.5	65	19.5	91	27.2	84	25.1	30	9.0	25	7.5
Prince George's	397	58	14.6	42	10.6	101	25.4	84	21.2	62	15.6	35	8.8	15	3.8
Queen Anne's	13	0	0.0	1	7.7	2	15.4	5	38.5	2	15.4	2	15.4	1	7.7
St. Mary's	47	4	8.5	7	14.9	7	14.9	12	25.5	10	21.3	4	8.5	3	6.4
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	10	1	10.0	3	30.0	4	40.0	1	10.0	1	10.0	0	0.0	0	0.0
Talbot	10	1	10.0	1	10.0	3	30.0	3	30.0	1	10.0	0	0.0	1	10.0
Washington	47	2	4.3	10	21.3	15	31.9	13	27.7	6	12.8	1	2.1	0	0.0
Wicomico	39	3	7.7	6	15.4	12	30.8	8	20.5	5	12.8	3	7.7	2	5.1
Worcester	17	8	47.1	5	29.4	0	0.0	0	0.0	2	11.8	1	5.9	1	5.9

\* Includes other school-level administrators

**Table 14**  
**Number and Percent of Teachers by Years of Experience**  
**Maryland Public Schools: October 2019**

Local School System	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>62,040</b>	<b>19,571</b>	<b>31.5</b>	<b>10,801</b>	<b>17.4</b>	<b>11,160</b>	<b>18.0</b>	<b>8,992</b>	<b>14.5</b>	<b>6,103</b>	<b>9.8</b>	<b>2,888</b>	<b>4.7</b>	<b>2,525</b>	<b>4.1</b>
Allegany	599	98	16.4	57	9.5	130	21.7	107	17.9	91	15.2	53	8.8	63	10.5
Anne Arundel	5,859	1,917	32.7	1,228	21.0	921	15.7	783	13.4	555	9.5	252	4.3	203	3.5
Baltimore City	4,940	1,809	36.6	886	17.9	826	16.7	664	13.4	407	8.2	151	3.1	197	4.0
Baltimore	7,712	3,049	39.5	1,169	15.2	1,260	16.3	1,114	14.4	649	8.4	287	3.7	184	2.4
Calvert	1,007	136	13.5	114	11.3	184	18.3	206	20.5	186	18.5	115	11.4	66	6.6
Caroline	424	128	30.2	64	15.1	85	20.0	56	13.2	47	11.1	27	6.4	17	4.0
Carroll	1,779	362	20.3	289	16.2	330	18.5	294	16.5	248	13.9	150	8.4	106	6.0
Cecil	1,157	269	23.2	191	16.5	274	23.7	165	14.3	141	12.2	58	5.0	59	5.1
Charles	1,841	693	37.6	284	15.4	377	20.5	210	11.4	123	6.7	84	4.6	70	3.8
Dorchester	369	176	47.7	60	16.3	49	13.3	38	10.3	18	4.9	21	5.7	7	1.9
Frederick	2,744	781	28.5	450	16.4	449	16.4	356	13.0	312	11.4	206	7.5	190	6.9
Garrett	304	76	25.0	25	8.2	38	12.5	50	16.4	51	16.8	36	11.8	28	9.2
Harford	2,478	615	24.8	415	16.7	454	18.3	366	14.8	348	14.0	166	6.7	114	4.6
Howard	4,344	789	18.2	837	19.3	946	21.8	807	18.6	498	11.5	229	5.3	238	5.5
Kent	164	62	37.8	31	18.9	18	11.0	10	6.1	22	13.4	10	6.1	11	6.7
Montgomery	11,533	2,789	24.2	2,185	18.9	2,184	18.9	1,900	16.5	1,360	11.8	575	5.0	540	4.7
Prince George's	9,315	4,414	47.4	1,527	16.4	1,587	17.0	969	10.4	507	5.4	163	1.7	148	1.6
Queen Anne's	526	115	21.9	102	19.4	121	23.0	73	13.9	61	11.6	31	5.9	23	4.4
St. Mary's	1,092	294	26.9	174	15.9	198	18.1	194	17.8	118	10.8	58	5.3	56	5.1
SEED School	46	18	39.1	15	32.6	10	21.7	1	2.2	1	2.2	0	0.0	1	2.2
Somerset	248	95	38.3	42	16.9	41	16.5	35	14.1	15	6.0	7	2.8	13	5.2
Talbot	329	83	25.2	69	21.0	55	16.7	66	20.1	30	9.1	12	3.6	14	4.3
Washington	1,487	334	22.5	305	20.5	326	21.9	261	17.6	125	8.4	86	5.8	50	3.4
Wicomico	1,165	335	28.8	194	16.7	208	17.9	169	14.5	113	9.7	69	5.9	77	6.6
Worcester	578	134	23.2	88	15.2	89	15.4	98	17.0	77	13.3	42	7.3	50	8.7



**Table 15**  
**Number and Percent of Therapists by Years of Experience**  
**Maryland Public Schools: October 2019**

Local School System	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>2,194</b>	<b>480</b>	<b>21.9</b>	<b>363</b>	<b>16.5</b>	<b>326</b>	<b>14.9</b>	<b>391</b>	<b>17.8</b>	<b>279</b>	<b>12.7</b>	<b>141</b>	<b>6.4</b>	<b>214</b>	<b>9.8</b>
Allegany	26	0	0.0	9	34.6	5	19.2	1	3.8	6	23.1	5	19.2	0	0.0
Anne Arundel	245	43	17.6	42	17.1	45	18.4	51	20.8	33	13.5	17	6.9	14	5.7
Baltimore City	176	32	18.2	56	31.8	28	15.9	31	17.6	9	5.1	3	1.7	17	9.7
Baltimore	305	110	36.1	68	22.3	50	16.4	36	11.8	27	8.9	4	1.3	10	3.3
Calvert	51	7	13.7	3	5.9	9	17.6	9	17.6	13	25.5	4	7.8	6	11.8
Caroline	4	0	0.0	0	0.0	2	50.0	1	25.0	0	0.0	0	0.0	1	25.0
Carroll	73	7	9.6	10	13.7	4	5.5	14	19.2	11	15.1	15	20.5	12	16.4
Cecil	33	8	24.2	6	18.2	8	24.2	2	6.1	3	9.1	1	3.0	5	15.2
Charles	25	4	16.0	2	8.0	1	4.0	4	16.0	2	8.0	4	16.0	8	32.0
Dorchester	4	2	50.0	1	25.0	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0
Frederick	74	13	17.6	6	8.1	14	18.9	12	16.2	19	25.7	1	1.4	9	12.2
Garrett	10	2	20.0	0	0.0	1	10.0	1	10.0	3	30.0	2	20.0	1	10.0
Harford	87	20	23.0	13	14.9	13	14.9	16	18.4	12	13.8	6	6.9	7	8.0
Howard	200	40	20.0	19	9.5	23	11.5	45	22.5	27	13.5	22	11.0	24	12.0
Kent	6	4	66.7	1	16.7	0	0.0	0	0.0	0	0.0	1	16.7	0	0.0
Montgomery	593	111	18.7	89	15.0	91	15.3	112	18.9	75	12.6	39	6.6	76	12.8
Prince George's	170	56	32.9	26	15.3	14	8.2	37	21.8	22	12.9	10	5.9	5	2.9
Queen Anne's	11	2	18.2	1	9.1	2	18.2	3	27.3	1	9.1	1	9.1	1	9.1
St. Mary's	20	5	25.0	1	5.0	3	15.0	1	5.0	4	20.0	1	5.0	5	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
Somerset	7	3	42.9	0	0.0	1	14.3	0	0.0	2	28.6	0	0.0	1	14.3
Talbot	6	1	16.7	0	0.0	2	33.3	2	33.3	0	0.0	0	0.0	1	16.7
Washington	37	5	13.5	7	18.9	8	21.6	5	13.5	5	13.5	0	0.0	7	18.9
Wicomico	13	1	7.7	1	7.7	2	15.4	4	30.8	1	7.7	2	15.4	2	15.4
Worcester	18	4	22.2	2	11.1	0	0.0	4	22.2	3	16.7	3	16.7	2	11.1

**Table 16**  
**Number and Percent of Librarians by Years of Experience**  
**Maryland Public Schools: October 2019**

Local School System	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>146</b>	<b>12.4</b>	<b>185</b>	<b>15.8</b>	<b>263</b>	<b>22.4</b>	<b>226</b>	<b>19.3</b>	<b>183</b>	<b>15.6</b>	<b>88</b>	<b>7.5</b>	<b>82</b>	<b>7.0</b>
Allegany	15	1	6.7	0	0.0	0	0.0	4	26.7	4	26.7	3	20.0	3	20.0
Anne Arundel	141	18	12.8	28	19.9	36	25.5	23	16.3	20	14.2	8	5.7	8	5.7
Baltimore City	56	5	8.9	8	14.3	12	21.4	14	25.0	5	8.9	4	7.1	8	14.3
Baltimore	162	23	14.2	23	14.2	42	25.9	33	20.4	29	17.9	6	3.7	6	3.7
Calvert	22	0	0.0	0	0.0	3	13.6	5	22.7	7	31.8	4	18.2	3	13.6
Caroline	8	0	0.0	1	12.5	0	0.0	2	25.0	3	37.5	2	25.0	0	0.0
Carroll	39	1	2.6	8	20.5	9	23.1	8	20.5	5	12.8	6	15.4	2	5.1
Cecil	26	1	3.8	3	11.5	4	15.4	8	30.8	6	23.1	2	7.7	2	7.7
Charles	28	1	3.6	3	10.7	7	25.0	5	17.9	4	14.3	5	17.9	3	10.7
Dorchester	10	1	10.0	3	30.0	0	0.0	4	40.0	2	20.0	0	0.0	0	0.0
Frederick	61	6	9.8	9	14.8	15	24.6	10	16.4	8	13.1	4	6.6	9	14.8
Garrett	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	57	2	3.5	11	19.3	19	33.3	9	15.8	9	15.8	3	5.3	4	7.0
Howard	108	7	6.5	12	11.1	31	28.7	26	24.1	16	14.8	9	8.3	7	6.5
Kent	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Montgomery	203	26	12.8	38	18.7	39	19.2	30	14.8	36	17.7	18	8.9	16	7.9
Prince George's	121	40	33.1	22	18.2	27	22.3	17	14.0	8	6.6	6	5.0	1	0.8
Queen Anne's	10	2	20.0	1	10.0	1	10.0	3	30.0	1	10.0	0	0.0	2	20.0
St. Mary's	28	3	10.7	4	14.3	6	21.4	7	25.0	6	21.4	1	3.6	1	3.6
SEED School	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	6	0	0.0	1	16.7	2	33.3	2	33.3	1	16.7	0	0.0	0	0.0
Talbot	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Washington	35	5	14.3	9	25.7	1	2.9	7	20.0	6	17.1	4	11.4	3	8.6
Wicomico	22	2	9.1	1	4.5	4	18.2	6	27.3	5	22.7	2	9.1	2	9.1
Worcester	12	2	16.7	0	0.0	4	33.3	3	25.0	0	0.0	1	8.3	2	16.7

**Table 17**  
**Number and Percent of Guidance Counselors by Years of Experience**  
**Maryland Public Schools: October 2019**

Local School System	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>2,591</b>	<b>692</b>	<b>26.7</b>	<b>358</b>	<b>13.8</b>	<b>496</b>	<b>19.1</b>	<b>431</b>	<b>16.6</b>	<b>340</b>	<b>13.1</b>	<b>135</b>	<b>5.2</b>	<b>139</b>	<b>5.4</b>
Allegany	27	5	18.5	3	11.1	4	14.8	5	18.5	3	11.1	4	14.8	3	11.1
Anne Arundel	242	64	26.4	47	19.4	35	14.5	41	16.9	38	15.7	8	3.3	9	3.7
Baltimore City	111	27	24.3	12	10.8	24	21.6	20	18.0	15	13.5	5	4.5	8	7.2
Baltimore	352	123	34.9	43	12.2	56	15.9	66	18.8	35	9.9	12	3.4	17	4.8
Calvert	42	3	7.1	6	14.3	11	26.2	5	11.9	6	14.3	7	16.7	4	9.5
Caroline	18	2	11.1	3	16.7	3	16.7	6	33.3	3	16.7	0	0.0	1	5.6
Carroll	81	12	14.8	13	16.0	14	17.3	16	19.8	14	17.3	5	6.2	7	8.6
Cecil	54	4	7.4	5	9.3	15	27.8	10	18.5	10	18.5	6	11.1	4	7.4
Charles	82	26	31.7	10	12.2	22	26.8	8	9.8	9	11.0	5	6.1	2	2.4
Dorchester	18	6	33.3	4	22.2	2	11.1	5	27.8	1	5.6	0	0.0	0	0.0
Frederick	128	29	22.7	9	7.0	32	25.0	17	13.3	14	10.9	11	8.6	16	12.5
Garrett	13	5	38.5	0	0.0	1	7.7	1	7.7	2	15.4	3	23.1	1	7.7
Harford	100	27	27.0	9	9.0	15	15.0	19	19.0	18	18.0	8	8.0	4	4.0
Howard	163	29	17.8	27	16.6	38	23.3	28	17.2	21	12.9	7	4.3	13	8.0
Kent	5	2	40.0	1	20.0	1	20.0	0	0.0	1	20.0	0	0.0	0	0.0
Montgomery	541	143	26.4	74	13.7	106	19.6	85	15.7	79	14.6	25	4.6	29	5.4
Prince George's	368	133	36.1	45	12.2	73	19.8	55	14.9	45	12.2	9	2.4	8	2.2
Queen Anne's	20	2	10.0	7	35.0	2	10.0	2	10.0	1	5.0	4	20.0	2	10.0
St. Mary's	49	14	28.6	7	14.3	7	14.3	12	24.5	3	6.1	4	8.2	2	4.1
SEED School	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	8	3	37.5	1	12.5	1	12.5	0	0.0	2	25.0	1	12.5	0	0.0
Talbot	15	3	20.0	1	6.7	3	20.0	5	33.3	2	13.3	1	6.7	0	0.0
Washington	65	21	32.3	14	21.5	7	10.8	10	15.4	9	13.8	1	1.5	3	4.6
Wicomico	66	6	9.1	11	16.7	21	31.8	13	19.7	6	9.1	5	7.6	4	6.1
Worcester	23	3	13.0	6	26.1	3	13.0	2	8.7	3	13.0	4	17.4	2	8.7

**Table 18**  
**Number and Percent of Psychological Personnel by Years of Experience**  
**Maryland Public Schools: October 2019**

Local School System	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>815</b>	<b>235</b>	<b>28.8</b>	<b>154</b>	<b>18.9</b>	<b>129</b>	<b>15.8</b>	<b>129</b>	<b>15.8</b>	<b>105</b>	<b>12.9</b>	<b>24</b>	<b>2.9</b>	<b>39</b>	<b>4.8</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	83	23	27.7	16	19.3	17	20.5	13	15.7	7	8.4	0	0.0	7	8.4
Baltimore City	142	31	21.8	36	25.4	22	15.5	30	21.1	12	8.5	5	3.5	6	4.2
Baltimore	103	48	46.6	5	4.9	11	10.7	15	14.6	20	19.4	2	1.9	2	1.9
Calvert	7	2	28.6	1	14.3	1	14.3	0	0.0	1	14.3	1	14.3	1	14.3
Caroline	5	2	40.0	1	20.0	1	20.0	1	20.0	0	0.0	0	0.0	0	0.0
Carroll	21	4	19.0	7	33.3	2	9.5	2	9.5	3	14.3	1	4.8	2	9.5
Cecil	7	3	42.9	1	14.3	1	14.3	2	28.6	0	0.0	0	0.0	0	0.0
Charles	38	13	34.2	5	13.2	10	26.3	4	10.5	4	10.5	0	0.0	2	5.3
Dorchester	4	3	75.0	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0
Frederick	27	5	18.5	0	0.0	8	29.6	3	11.1	8	29.6	3	11.1	0	0.0
Garrett	3	1	33.3	0	0.0	1	33.3	0	0.0	1	33.3	0	0.0	0	0.0
Harford	34	16	47.1	4	11.8	5	14.7	3	8.8	3	8.8	1	2.9	2	5.9
Howard	74	14	18.9	11	14.9	8	10.8	19	25.7	16	21.6	2	2.7	4	5.4
Kent	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	122	29	23.8	38	31.1	14	11.5	14	11.5	14	11.5	5	4.1	8	6.6
Prince George's	91	31	34.1	17	18.7	20	22.0	13	14.3	7	7.7	3	3.3	0	0.0
Queen Anne's	3	2	66.7	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
St. Mary's	16	5	31.3	3	18.8	2	12.5	2	12.5	3	18.8	1	6.3	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	0	0.0	1	33.3	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	10	1	10.0	1	10.0	3	30.0	1	10.0	2	20.0	0	0.0	2	20.0
Wicomico	9	1	11.1	3	33.3	1	11.1	3	33.3	1	11.1	0	0.0	0	0.0
Worcester	4	0	0.0	1	25.0	2	50.0	0	0.0	0	0.0	0	0.0	1	25.0