



Professional Staff by Type of Degree and Years of Experience Maryland Public Schools October 2020



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**Professional Staff by Type of Degree and Years of Experience
Maryland Public Schools
October 2020**

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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 (LSS) as of October 15, 2020. 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, July 2020*. 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 2020**

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
Total State	84,148	1,950	2.3	17,363	20.6	33,721	40.1	9,758	11.6	19,434	23.1	542	0.6	1,380	1.6
Allegany	809	25	3.1	82	10.1	531	65.6	66	8.2	89	11.0	5	0.6	11	1.4
Anne Arundel	7,953	136	1.7	1,303	16.4	3,868	48.6	735	9.2	1,758	22.1	51	0.6	102	1.3
Baltimore City	7,449	223	3.0	501	6.7	3,666	49.2	372	5.0	2,383	32.0	46	0.6	258	3.5
Baltimore	10,721	196	1.8	3,695	34.5	4,342	40.5	0	0.0	2,380	22.2	26	0.2	82	0.8
Calvert	1,412	42	3.0	175	12.4	705	49.9	0	0.0	425	30.1	29	2.1	36	2.5
Caroline	567	7	1.2	38	6.7	316	55.7	41	7.2	141	24.9	7	1.2	17	3.0
Carroll	2,359	13	0.6	535	22.7	704	29.8	390	16.5	652	27.6	32	1.4	33	1.4
Cecil	1,473	28	1.9	99	6.7	896	60.8	22	1.5	384	26.1	22	1.5	22	1.5
Charles	2,457	42	1.7	179	7.3	1,349	54.9	230	9.4	639	26.0	9	0.4	9	0.4
Dorchester	530	12	2.3	114	21.5	221	41.7	21	4.0	148	27.9	6	1.1	8	1.5
Frederick	3,858	44	1.1	859	22.3	1,379	35.7	316	8.2	1,203	31.2	22	0.6	35	0.9
Garrett	393	9	2.3	31	7.9	228	58.0	41	10.4	67	17.0	11	2.8	6	1.5
Harford	3,286	39	1.2	709	21.6	1,624	49.4	10	0.3	860	26.2	24	0.7	20	0.6
Howard	5,798	118	2.0	829	14.3	3,606	62.2	438	7.6	705	12.2	28	0.5	74	1.3
Kent	201	3	1.5	12	6.0	58	28.9	14	7.0	110	54.7	2	1.0	2	1.0
Montgomery	15,473	133	0.9	4,326	28.0	2,356	15.2	5,322	34.4	2,835	18.3	46	0.3	455	2.9
Prince George's	11,945	726	6.1	2,697	22.6	4,418	37.0	1,156	9.7	2,740	22.9	76	0.6	132	1.1
Queen Anne's	684	5	0.7	9	1.3	446	65.2	21	3.1	184	26.9	5	0.7	14	2.0
SEED School	110	7	6.4	4	3.6	36	32.7	2	1.8	59	53.6	1	0.9	1	0.9
Saint Mary's	1,492	32	2.1	2	0.1	951	63.7	1	0.1	478	32.0	17	1.1	11	0.7
Somerset	357	9	2.5	20	5.6	177	49.6	6	1.7	119	33.3	15	4.2	11	3.1
Talbot	438	12	2.7	8	1.8	263	60.0	7	1.6	130	29.7	6	1.4	12	2.7
Washington	2,033	38	1.9	83	4.1	1,146	56.4	311	15.3	419	20.6	19	0.9	17	0.8
Wicomico	1,553	26	1.7	741	47.7	191	12.3	171	11.0	392	25.2	25	1.6	7	0.5
Worcester	797	25	3.1	312	39.1	244	30.6	65	8.2	134	16.8	12	1.5	5	0.6

* 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 2020**

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
Total State	2,916	268	9.2	630	21.6	1,408	48.3	89	3.1	379	13.0	31	1.1	111	3.8
Allegany	40	5	12.5	8	20.0	19	47.5	0	0.0	6	15.0	1	2.5	1	2.5
Anne Arundel	197	25	12.7	34	17.3	116	58.9	2	1.0	13	6.6	2	1.0	5	2.5
Baltimore City	414	27	6.5	57	13.8	263	63.5	7	1.7	46	11.1	2	0.5	12	2.9
Baltimore	466	32	6.9	90	19.3	224	48.1	0	0.0	86	18.5	6	1.3	28	6.0
Calvert	61	7	11.5	8	13.1	35	57.4	0	0.0	6	9.8	1	1.6	4	6.6
Caroline	32	2	6.2	5	15.6	16	50.0	1	3.1	7	21.9	0	0.0	1	3.1
Carroll	99	2	2.0	39	39.4	31	31.3	7	7.1	16	16.2	0	0.0	4	4.0
Cecil	66	9	13.6	9	13.6	25	37.9	0	0.0	12	18.2	2	3.0	9	13.6
Charles	89	4	4.5	11	12.4	64	71.9	1	1.1	6	6.7	1	1.1	2	2.2
Dorchester	41	5	12.2	10	24.4	19	46.3	0	0.0	6	14.6	0	0.0	1	2.4
Frederick	195	13	6.7	52	26.7	94	48.2	0	0.0	23	11.8	4	2.1	9	4.6
Garrett	21	4	19.0	3	14.3	7	33.3	0	0.0	6	28.6	1	4.8	0	0.0
Harford	103	7	6.8	22	21.4	52	50.5	0	0.0	22	21.4	0	0.0	0	0.0
Howard	189	16	8.5	33	17.5	102	54.0	1	0.5	25	13.2	0	0.0	12	6.3
Kent	12	0	0.0	5	41.7	1	8.3	0	0.0	6	50.0	0	0.0	0	0.0
Montgomery	285	15	5.3	122	42.8	61	21.4	57	20.0	26	9.1	0	0.0	4	1.4
Prince George's	210	54	25.7	52	24.8	83	39.5	11	5.2	8	3.8	0	0.0	2	1.0
Queen Anne's	19	1	5.3	1	5.3	14	73.7	0	0.0	2	10.5	0	0.0	1	5.3
SEED School	10	0	0.0	0	0.0	7	70.0	0	0.0	3	30.0	0	0.0	0	0.0
Saint Mary's	79	9	11.4	0	0.0	50	63.3	0	0.0	14	17.7	4	5.1	2	2.5
Somerset	36	2	5.6	5	13.9	20	55.6	0	0.0	4	11.1	1	2.8	4	11.1
Talbot	50	4	8.0	0	0.0	27	54.0	0	0.0	9	18.0	4	8.0	6	12.0
Washington	99	12	12.1	6	6.1	59	59.6	0	0.0	17	17.2	2	2.0	3	3.0
Wicomico	76	10	13.2	43	56.6	14	18.4	1	1.3	7	9.2	0	0.0	1	1.3
Worcester	27	3	11.1	15	55.6	5	18.5	1	3.7	3	11.1	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 2020

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
Total State	158	56	35.4	18	11.4	69	43.7	4	2.5	11	7.0	0	0.0	0	0.0
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	15	5	33.3	0	0.0	10	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	32	10	31.2	2	6.2	20	62.5	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore	12	4	33.3	0	0.0	7	58.3	0	0.0	1	8.3	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	2	25.0	2	25.0	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	14	2	14.3	4	28.6	5	35.7	2	14.3	1	7.1	0	0.0	0	0.0
Prince George's	16	5	31.2	1	6.2	8	50.0	2	12.5	0	0.0	0	0.0	0	0.0
Queen Anne's	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
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	5	4	80.0	0	0.0	1	20.0	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	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	4	2	50.0	1	25.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	4	2	50.0	2	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Table 2b
Number and Percent of Administrative Office Staff - Directors, Coordinators,
Supervisors, and Other Administrators by Type of Degree
Maryland Public Schools: October 2020

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
Total State	1,851	184	9.9	277	15.0	841	45.4	71	3.8	341	18.4	29	1.6	108	5.8
Allegany	26	4	15.4	5	19.2	10	38.5	0	0.0	5	19.2	1	3.8	1	3.8
Anne Arundel	111	17	15.3	14	12.6	58	52.3	2	1.8	13	11.7	2	1.8	5	4.5
Baltimore City	193	15	7.8	16	8.3	97	50.3	6	3.1	45	23.3	2	1.0	12	6.2
Baltimore	287	24	8.4	0	0.0	151	52.6	0	0.0	79	27.5	5	1.7	28	9.8
Calvert	44	5	11.4	3	6.8	25	56.8	0	0.0	6	13.6	1	2.3	4	9.1
Caroline	26	1	3.8	4	15.4	13	50.0	1	3.8	6	23.1	0	0.0	1	3.8
Carroll	86	1	1.2	32	37.2	27	31.4	7	8.1	15	17.4	0	0.0	4	4.7
Cecil	60	6	10.0	8	13.3	23	38.3	0	0.0	12	20.0	2	3.3	9	15.0
Charles	60	3	5.0	4	6.7	43	71.7	1	1.7	6	10.0	1	1.7	2	3.3
Dorchester	27	4	14.8	7	25.9	9	33.3	0	0.0	6	22.2	0	0.0	1	3.7
Frederick	112	6	5.4	30	26.8	54	48.2	0	0.0	10	8.9	4	3.6	8	7.1
Garrett	15	4	26.7	1	6.7	5	33.3	0	0.0	4	26.7	1	6.7	0	0.0
Harford	73	5	6.8	19	26.0	28	38.4	0	0.0	21	28.8	0	0.0	0	0.0
Howard	152	14	9.2	23	15.1	79	52.0	1	0.7	23	15.1	0	0.0	12	7.9
Kent	10	0	0.0	5	50.0	1	10.0	0	0.0	4	40.0	0	0.0	0	0.0
Montgomery	180	13	7.2	50	27.8	48	26.7	42	23.3	23	12.8	0	0.0	4	2.2
Prince George's	130	38	29.2	19	14.6	54	41.5	9	6.9	8	6.2	0	0.0	2	1.5
Queen Anne's	16	0	0.0	0	0.0	13	81.2	0	0.0	2	12.5	0	0.0	1	6.2
SEED School	7	0	0.0	0	0.0	5	71.4	0	0.0	2	28.6	0	0.0	0	0.0
Saint Mary's	66	5	7.6	0	0.0	41	62.1	0	0.0	14	21.2	4	6.1	2	3.0
Somerset	21	0	0.0	5	23.8	10	47.6	0	0.0	4	19.0	0	0.0	2	9.5
Talbot	31	2	6.5	0	0.0	12	38.7	0	0.0	7	22.6	4	12.9	6	19.4
Washington	61	9	14.8	2	3.3	28	45.9	0	0.0	17	27.9	2	3.3	3	4.9
Wicomico	42	7	16.7	23	54.8	3	7.1	1	2.4	7	16.7	0	0.0	1	2.4
Worcester	15	1	6.7	7	46.7	4	26.7	1	6.7	2	13.3	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 2020

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
Total State	907	28	3.1	335	36.9	498	54.9	14	1.5	27	3.0	2	0.2	3	0.3
Allegany	10	0	0.0	3	30.0	7	70.0	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	71	3	4.2	20	28.2	48	67.6	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	189	2	1.1	39	20.6	146	77.2	1	0.5	1	0.5	0	0.0	0	0.0
Baltimore	167	4	2.4	90	53.9	66	39.5	0	0.0	6	3.6	1	0.6	0	0.0
Calvert	14	1	7.1	5	35.7	8	57.1	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	4	0	0.0	1	25.0	3	75.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	9	0	0.0	6	66.7	2	22.2	0	0.0	1	11.1	0	0.0	0	0.0
Cecil	3	0	0.0	1	33.3	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Charles	25	0	0.0	7	28.0	18	72.0	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	74	3	4.1	20	27.0	40	54.1	0	0.0	10	13.5	0	0.0	1	1.4
Garrett	4	0	0.0	0	0.0	2	50.0	0	0.0	2	50.0	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	29	0	0.0	8	27.6	21	72.4	0	0.0	0	0.0	0	0.0	0	0.0
Kent	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Montgomery	91	0	0.0	68	74.7	8	8.8	13	14.3	2	2.2	0	0.0	0	0.0
Prince George's	64	11	17.2	32	50.0	21	32.8	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
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	8	0	0.0	0	0.0	8	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	13	1	7.7	0	0.0	9	69.2	0	0.0	0	0.0	1	7.7	2	15.4
Talbot	16	0	0.0	0	0.0	14	87.5	0	0.0	2	12.5	0	0.0	0	0.0
Washington	35	0	0.0	4	11.4	31	88.6	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	30	1	3.3	19	63.3	10	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	8	0	0.0	6	75.0	1	12.5	0	0.0	1	12.5	0	0.0	0	0.0

**Table 3
Number and Percent of School Principals by Type of Degree
Maryland Public Schools: October 2020**

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
Total State	1,406	142	10.1	299	21.3	814	57.9	108	7.7	43	3.1	0	0.0	0	0.0
Allegany	21	3	14.3	4	19.0	14	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	123	5	4.1	31	25.2	87	70.7	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	165	17	10.3	23	13.9	116	70.3	6	3.6	3	1.8	0	0.0	0	0.0
Baltimore	170	5	2.9	0	0.0	139	81.8	0	0.0	26	15.3	0	0.0	0	0.0
Calvert	24	2	8.3	1	4.2	21	87.5	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	10	2	20.0	1	10.0	7	70.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	38	1	2.6	11	28.9	20	52.6	4	10.5	2	5.3	0	0.0	0	0.0
Cecil	28	6	21.4	3	10.7	19	67.9	0	0.0	0	0.0	0	0.0	0	0.0
Charles	39	1	2.6	12	30.8	26	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	13	1	7.7	4	30.8	8	61.5	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	69	7	10.1	33	47.8	28	40.6	0	0.0	1	1.4	0	0.0	0	0.0
Garrett	12	1	8.3	1	8.3	10	83.3	0	0.0	0	0.0	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	76	11	14.5	16	21.1	47	61.8	2	2.6	0	0.0	0	0.0	0	0.0
Kent	5	0	0.0	0	0.0	2	40.0	0	0.0	3	60.0	0	0.0	0	0.0
Montgomery	210	4	1.9	77	36.7	52	24.8	75	35.7	2	1.0	0	0.0	0	0.0
Prince George's	209	49	23.4	42	20.1	94	45.0	20	9.6	4	1.9	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
SEED School	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Saint Mary's	27	6	22.2	0	0.0	21	77.8	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	9	0	0.0	1	11.1	6	66.7	0	0.0	2	22.2	0	0.0	0	0.0
Talbot	8	4	50.0	0	0.0	4	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	42	5	11.9	0	0.0	36	85.7	1	2.4	0	0.0	0	0.0	0	0.0
Wicomico	26	2	7.7	22	84.6	2	7.7	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	14	4	28.6	4	28.6	6	42.9	0	0.0	0	0.0	0	0.0	0	0.0

**Table 4
Number and Percent of School Assistant Principals* by Type of Degree
Maryland Public Schools: October 2020**

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
Total State	2,264	106	4.7	588	26.0	1,224	54.1	195	8.6	145	6.4	3	0.1	3	0.1
Allegany	18	2	11.1	2	11.1	14	77.8	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	201	8	4.0	59	29.4	121	60.2	1	0.5	6	3.0	3	1.5	3	1.5
Baltimore City	212	8	3.8	36	17.0	161	75.9	2	0.9	5	2.4	0	0.0	0	0.0
Baltimore	289	4	1.4	0	0.0	190	65.7	0	0.0	95	32.9	0	0.0	0	0.0
Calvert	54	1	1.9	6	11.1	46	85.2	0	0.0	1	1.9	0	0.0	0	0.0
Caroline	12	0	0.0	0	0.0	12	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	53	0	0.0	19	35.8	20	37.7	10	18.9	4	7.5	0	0.0	0	0.0
Cecil	35	2	5.7	2	5.7	31	88.6	0	0.0	0	0.0	0	0.0	0	0.0
Charles	84	3	3.6	17	20.2	62	73.8	2	2.4	0	0.0	0	0.0	0	0.0
Dorchester	17	2	11.8	6	35.3	8	47.1	0	0.0	1	5.9	0	0.0	0	0.0
Frederick	98	3	3.1	42	42.9	43	43.9	1	1.0	9	9.2	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	87	2	2.3	28	32.2	57	65.5	0	0.0	0	0.0	0	0.0	0	0.0
Howard	143	4	2.8	40	28.0	96	67.1	1	0.7	2	1.4	0	0.0	0	0.0
Kent	3	0	0.0	0	0.0	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0
Montgomery	340	3	0.9	125	36.8	55	16.2	149	43.8	8	2.4	0	0.0	0	0.0
Prince George's	432	50	11.6	164	38.0	178	41.2	29	6.7	11	2.5	0	0.0	0	0.0
Queen Anne's	12	0	0.0	0	0.0	11	91.7	0	0.0	1	8.3	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
Saint Mary's	47	2	4.3	0	0.0	44	93.6	0	0.0	1	2.1	0	0.0	0	0.0
Somerset	10	2	20.0	1	10.0	7	70.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	9	0	0.0	0	0.0	9	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	47	3	6.4	0	0.0	44	93.6	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	36	1	2.8	32	88.9	3	8.3	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	17	5	29.4	8	47.1	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 2020**

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
Total State	62,767	909	1.4	11,821	18.8	24,441	38.9	8,478	13.5	16,778	26.7	78	0.1	262	0.4
Allegany	607	10	1.6	43	7.1	415	68.4	59	9.7	71	11.7	1	0.2	8	1.3
Anne Arundel	6,018	65	1.1	825	13.7	2,845	47.3	684	11.4	1,576	26.2	5	0.1	18	0.3
Baltimore City	5,069	96	1.9	239	4.7	2,301	45.4	307	6.1	2,073	40.9	9	0.2	44	0.9
Baltimore	7,882	67	0.9	2,666	33.8	3,198	40.6	0	0.0	1,951	24.8	0	0.0	0	0.0
Calvert	999	19	1.9	105	10.5	490	49.0	0	0.0	370	37.0	7	0.7	8	0.8
Caroline	418	3	0.7	25	6.0	224	53.6	36	8.6	124	29.7	1	0.2	5	1.2
Carroll	1,791	3	0.2	361	20.2	505	28.2	348	19.4	562	31.4	3	0.2	9	0.5
Cecil	1,119	7	0.6	60	5.4	680	60.8	22	2.0	340	30.4	4	0.4	6	0.5
Charles	1,854	23	1.2	86	4.6	924	49.8	207	11.2	608	32.8	3	0.2	3	0.2
Dorchester	370	3	0.8	62	16.8	147	39.7	18	4.9	130	35.1	3	0.8	7	1.9
Frederick	2,842	14	0.5	520	18.3	943	33.2	280	9.9	1,076	37.9	4	0.1	5	0.2
Garrett	302	3	1.0	17	5.6	185	61.3	40	13.2	49	16.2	2	0.7	6	2.0
Harford	2,511	13	0.5	519	20.7	1,207	48.1	10	0.4	752	29.9	4	0.2	6	0.2
Howard	4,253	50	1.2	556	13.1	2,712	63.8	416	9.8	519	12.2	0	0.0	0	0.0
Kent	165	3	1.8	6	3.6	48	29.1	14	8.5	93	56.4	0	0.0	1	0.6
Montgomery	11,739	73	0.6	2,905	24.7	1,782	15.2	4,464	38.0	2,444	20.8	5	0.0	66	0.6
Prince George's	9,371	409	4.4	2,002	21.4	3,442	36.7	1,039	11.1	2,422	25.8	12	0.1	45	0.5
Queen Anne's	509	2	0.4	4	0.8	323	63.5	19	3.7	155	30.5	0	0.0	6	1.2
SEED School	40	4	10.0	2	5.0	21	52.5	1	2.5	12	30.0	0	0.0	0	0.0
Saint Mary's	1,091	9	0.8	1	0.1	650	59.6	1	0.1	421	38.6	3	0.3	6	0.5
Somerset	237	4	1.7	6	2.5	113	47.7	6	2.5	99	41.8	6	2.5	3	1.3
Talbot	329	3	0.9	7	2.1	196	59.6	7	2.1	114	34.7	0	0.0	2	0.6
Washington	1,495	9	0.6	49	3.3	775	51.8	278	18.6	376	25.2	3	0.2	5	0.3
Wicomico	1,173	10	0.9	530	45.2	131	11.2	161	13.7	337	28.7	3	0.3	1	0.1
Worcester	583	7	1.2	225	38.6	184	31.6	61	10.5	104	17.8	0	0.0	2	0.3

**Table 6
Number and Percent of Therapists by Type of Degree
Maryland Public Schools: October 2020**

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
Total State	2,248	133	5.9	715	31.8	1,138	50.6	113	5.0	139	6.2	9	0.4	1	0.0
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	251	6	2.4	7	2.8	204	81.3	1	0.4	33	13.1	0	0.0	0	0.0
Baltimore City	182	9	4.9	8	4.4	148	81.3	5	2.7	12	6.6	0	0.0	0	0.0
Baltimore	309	29	9.4	161	52.1	110	35.6	0	0.0	9	2.9	0	0.0	0	0.0
Calvert	54	5	9.3	6	11.1	36	66.7	0	0.0	7	13.0	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	69	2	2.9	19	27.5	37	53.6	3	4.3	5	7.2	3	4.3	0	0.0
Cecil	34	0	0.0	2	5.9	31	91.2	0	0.0	1	2.9	0	0.0	0	0.0
Charles	23	0	0.0	4	17.4	12	52.2	2	8.7	5	21.7	0	0.0	0	0.0
Dorchester	3	0	0.0	2	66.7	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	82	0	0.0	25	30.5	56	68.3	0	0.0	1	1.2	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	93	6	6.5	5	5.4	72	77.4	0	0.0	9	9.7	1	1.1	0	0.0
Howard	220	14	6.4	17	7.7	177	80.5	5	2.3	7	3.2	0	0.0	0	0.0
Kent	5	0	0.0	0	0.0	2	40.0	0	0.0	2	40.0	0	0.0	1	20.0
Montgomery	596	5	0.8	373	62.6	108	18.1	84	14.1	25	4.2	1	0.2	0	0.0
Prince George's	173	50	28.9	58	33.5	51	29.5	9	5.2	5	2.9	0	0.0	0	0.0
Queen Anne's	10	0	0.0	0	0.0	8	80.0	0	0.0	2	20.0	0	0.0	0	0.0
SEED School	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Saint Mary's	21	1	4.8	0	0.0	17	81.0	0	0.0	3	14.3	0	0.0	0	0.0
Somerset	4	0	0.0	1	25.0	0	0.0	0	0.0	2	50.0	1	25.0	0	0.0
Talbot	5	0	0.0	0	0.0	5	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	41	3	7.3	1	2.4	28	68.3	1	2.4	5	12.2	3	7.3	0	0.0
Wicomico	14	0	0.0	8	57.1	2	14.3	1	7.1	3	21.4	0	0.0	0	0.0
Worcester	17	1	5.9	7	41.2	7	41.2	1	5.9	1	5.9	0	0.0	0	0.0

**Table 7
Number and Percent of Librarians by Type of Degree
Maryland Public Schools: October 2020**

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
Total State	1,160	15	1.3	494	42.6	484	41.7	87	7.5	77	6.6	1	0.1	2	0.2
Allegany	11	0	0.0	5	45.5	5	45.5	1	9.1	0	0.0	0	0.0	0	0.0
Anne Arundel	144	1	0.7	57	39.6	72	50.0	9	6.2	5	3.5	0	0.0	0	0.0
Baltimore City	53	2	3.8	13	24.5	31	58.5	3	5.7	4	7.5	0	0.0	0	0.0
Baltimore	163	0	0.0	109	66.9	46	28.2	0	0.0	8	4.9	0	0.0	0	0.0
Calvert	22	2	9.1	11	50.0	9	40.9	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	14	35.9	18	46.2	2	5.1	5	12.8	0	0.0	0	0.0
Cecil	25	0	0.0	4	16.0	20	80.0	0	0.0	1	4.0	0	0.0	0	0.0
Charles	28	0	0.0	7	25.0	20	71.4	0	0.0	1	3.6	0	0.0	0	0.0
Dorchester	10	0	0.0	8	80.0	1	10.0	0	0.0	1	10.0	0	0.0	0	0.0
Frederick	62	0	0.0	21	33.9	30	48.4	1	1.6	10	16.1	0	0.0	0	0.0
Garrett	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	58	0	0.0	23	39.7	30	51.7	0	0.0	5	8.6	0	0.0	0	0.0
Howard	102	1	1.0	42	41.2	59	57.8	0	0.0	0	0.0	0	0.0	0	0.0
Kent	1	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	203	2	1.0	93	45.8	24	11.8	59	29.1	23	11.3	0	0.0	2	1.0
Prince George's	115	7	6.1	48	41.7	50	43.5	6	5.2	4	3.5	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
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	0	0.0	25	89.3	0	0.0	3	10.7	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	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Washington	36	0	0.0	9	25.0	22	61.1	3	8.3	2	5.6	0	0.0	0	0.0
Wicomico	22	0	0.0	16	72.7	3	13.6	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 2020**

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
Total State	2,699	39	1.4	1,086	40.2	1,375	50.9	107	4.0	90	3.3	1	0.0	1	0.0
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	255	1	0.4	153	60.0	101	39.6	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	136	2	1.5	9	6.6	120	88.2	1	0.7	4	2.9	0	0.0	0	0.0
Baltimore	367	2	0.5	226	61.6	139	37.9	0	0.0	0	0.0	0	0.0	0	0.0
Calvert	44	3	6.8	19	43.2	22	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	17	0	0.0	1	5.9	16	94.1	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	80	0	0.0	50	62.5	28	35.0	2	2.5	0	0.0	0	0.0	0	0.0
Cecil	50	1	2.0	7	14.0	42	84.0	0	0.0	0	0.0	0	0.0	0	0.0
Charles	81	0	0.0	7	8.6	73	90.1	0	0.0	1	1.2	0	0.0	0	0.0
Dorchester	19	0	0.0	6	31.6	13	68.4	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	132	1	0.8	52	39.4	59	44.7	0	0.0	20	15.2	0	0.0	0	0.0
Garrett	14	0	0.0	0	0.0	14	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	100	2	2.0	35	35.0	63	63.0	0	0.0	0	0.0	0	0.0	0	0.0
Howard	164	1	0.6	35	21.3	128	78.0	0	0.0	0	0.0	0	0.0	0	0.0
Kent	5	0	0.0	0	0.0	3	60.0	0	0.0	2	40.0	0	0.0	0	0.0
Montgomery	554	1	0.2	297	53.6	120	21.7	92	16.6	42	7.6	1	0.2	1	0.2
Prince George's	392	20	5.1	111	28.3	235	59.9	9	2.3	17	4.3	0	0.0	0	0.0
Queen Anne's	20	0	0.0	2	10.0	17	85.0	0	0.0	1	5.0	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	49	2	4.1	0	0.0	46	93.9	0	0.0	1	2.0	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	14	93.3	0	0.0	1	6.7	0	0.0	0	0.0
Washington	70	0	0.0	6	8.6	64	91.4	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	76	2	2.6	45	59.2	25	32.9	3	3.9	1	1.3	0	0.0	0	0.0
Worcester	24	0	0.0	18	75.0	6	25.0	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 2020**

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
Total State	859	168	19.6	343	39.9	322	37.5	10	1.2	16	1.9	0	0.0	0	0.0
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	85	10	11.8	15	17.6	60	70.6	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	140	27	19.3	39	27.9	71	50.7	0	0.0	3	2.1	0	0.0	0	0.0
Baltimore	107	42	39.3	64	59.8	1	0.9	0	0.0	0	0.0	0	0.0	0	0.0
Calvert	8	2	25.0	4	50.0	2	25.0	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	4	0	0.0	1	25.0	3	75.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	22	5	22.7	2	9.1	13	59.1	0	0.0	2	9.1	0	0.0	0	0.0
Cecil	11	2	18.2	6	54.5	3	27.3	0	0.0	0	0.0	0	0.0	0	0.0
Charles	44	5	11.4	16	36.4	22	50.0	0	0.0	1	2.3	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	32	6	18.8	6	18.8	20	62.5	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	37	2	5.4	14	37.8	21	56.8	0	0.0	0	0.0	0	0.0	0	0.0
Howard	74	16	21.6	18	24.3	38	51.4	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	128	16	12.5	82	64.1	14	10.9	10	7.8	6	4.7	0	0.0	0	0.0
Prince George's	98	28	28.6	46	46.9	23	23.5	0	0.0	1	1.0	0	0.0	0	0.0
Queen Anne's	5	0	0.0	1	20.0	4	80.0	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	20	2	10.0	0	0.0	18	90.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	2	1	50.0	1	50.0	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	12	2	16.7	3	25.0	7	58.3	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 2020

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
Total State	84,148	23,073	27.4	14,680	17.4	14,407	17.1	13,026	15.5	9,976	11.9	4,733	5.6	4,253	5.1
Allegany	809	92	11.4	100	12.4	119	14.7	148	18.3	143	17.7	109	13.5	98	12.1
Anne Arundel	7,953	2,088	26.3	1,617	20.3	1,318	16.6	1,152	14.5	924	11.6	442	5.6	412	5.2
Baltimore City	7,449	2,328	31.3	1,249	16.8	1,288	17.3	1,097	14.7	859	11.5	276	3.7	352	4.7
Baltimore	10,721	3,868	36.1	1,619	15.1	1,697	15.8	1,617	15.1	1,151	10.7	443	4.1	326	3.0
Calvert	1,412	181	12.8	166	11.8	236	16.7	270	19.1	271	19.2	168	11.9	120	8.5
Caroline	567	130	22.9	86	15.2	114	20.1	84	14.8	69	12.2	44	7.8	40	7.1
Carroll	2,359	386	16.4	386	16.4	379	16.1	421	17.8	346	14.7	260	11.0	181	7.7
Cecil	1,473	265	18.0	256	17.4	309	21.0	271	18.4	207	14.1	91	6.2	74	5.0
Charles	2,457	776	31.6	378	15.4	468	19.0	343	14.0	213	8.7	138	5.6	141	5.7
Dorchester	530	216	40.8	103	19.4	59	11.1	62	11.7	41	7.7	26	4.9	23	4.3
Frederick	3,858	891	23.1	688	17.8	611	15.8	594	15.4	483	12.5	294	7.6	297	7.7
Garrett	393	107	27.2	53	13.5	65	16.5	51	13.0	50	12.7	42	10.7	25	6.4
Harford	3,286	726	22.1	544	16.6	563	17.1	527	16.0	483	14.7	265	8.1	178	5.4
Howard	5,798	888	15.3	1,063	18.3	1,168	20.1	1,102	19.0	812	14.0	391	6.7	374	6.5
Kent	201	84	41.8	34	16.9	22	10.9	16	8.0	23	11.4	12	6.0	10	5.0
Montgomery	15,473	3,352	21.7	2,825	18.3	2,692	17.4	2,643	17.1	2,090	13.5	933	6.0	938	6.1
Prince George's	11,945	4,932	41.3	2,264	19.0	1,914	16.0	1,365	11.4	892	7.5	320	2.7	258	2.2
Queen Anne's	684	106	15.5	140	20.5	147	21.5	114	16.7	94	13.7	42	6.1	41	6.0
SEED School	110	63	57.3	26	23.6	13	11.8	3	2.7	4	3.6	0	0.0	1	0.9
Saint Mary's	1,492	380	25.5	220	14.7	249	16.7	258	17.3	196	13.1	104	7.0	85	5.7
Somerset	357	109	30.5	65	18.2	61	17.1	53	14.8	36	10.1	13	3.6	20	5.6
Talbot	438	97	22.1	74	16.9	80	18.3	83	18.9	61	13.9	16	3.7	27	6.2
Washington	2,033	435	21.4	339	16.7	449	22.1	374	18.4	234	11.5	125	6.1	77	3.8
Wicomico	1,553	379	24.4	259	16.7	261	16.8	248	16.0	190	12.2	125	8.0	91	5.9
Worcester	797	194	24.3	126	15.8	125	15.7	130	16.3	104	13.0	54	6.8	64	8.0

* 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 2020**

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
Total State	2,916	518	17.8	302	10.4	394	13.5	492	16.9	511	17.5	349	12.0	350	12.0
Allegany	40	4	10.0	4	10.0	4	10.0	8	20.0	5	12.5	7	17.5	8	20.0
Anne Arundel	197	3	1.5	17	8.6	25	12.7	45	22.8	34	17.3	31	15.7	42	21.3
Baltimore City	414	80	19.3	50	12.1	56	13.5	80	19.3	83	20.0	25	6.0	40	9.7
Baltimore	466	152	32.6	48	10.3	71	15.2	73	15.7	53	11.4	39	8.4	30	6.4
Calvert	61	2	3.3	1	1.6	9	14.8	9	14.8	13	21.3	14	23.0	13	21.3
Caroline	32	3	9.4	1	3.1	5	15.6	10	31.2	4	12.5	3	9.4	6	18.8
Carroll	99	1	1.0	1	1.0	11	11.1	13	13.1	22	22.2	28	28.3	23	23.2
Cecil	66	12	18.2	5	7.6	10	15.2	10	15.2	11	16.7	7	10.6	11	16.7
Charles	89	4	4.5	6	6.7	13	14.6	17	19.1	18	20.2	12	13.5	19	21.3
Dorchester	41	12	29.3	6	14.6	3	7.3	6	14.6	6	14.6	4	9.8	4	9.8
Frederick	195	31	15.9	31	15.9	28	14.4	27	13.8	28	14.4	25	12.8	25	12.8
Garrett	21	3	14.3	8	38.1	1	4.8	2	9.5	2	9.5	1	4.8	4	19.0
Harford	103	14	13.6	8	7.8	9	8.7	15	14.6	28	27.2	17	16.5	12	11.7
Howard	189	29	15.3	27	14.3	29	15.3	32	16.9	33	17.5	28	14.8	11	5.8
Kent	12	5	41.7	1	8.3	0	0.0	1	8.3	1	8.3	3	25.0	1	8.3
Montgomery	285	36	12.6	23	8.1	32	11.2	52	18.2	60	21.1	35	12.3	47	16.5
Prince George's	210	51	24.3	26	12.4	23	11.0	26	12.4	41	19.5	25	11.9	18	8.6
Queen Anne's	19	5	26.3	0	0.0	2	10.5	4	21.1	5	26.3	1	5.3	2	10.5
SEED School	10	4	40.0	2	20.0	2	20.0	0	0.0	2	20.0	0	0.0	0	0.0
Saint Mary's	79	11	13.9	4	5.1	12	15.2	18	22.8	12	15.2	12	15.2	10	12.7
Somerset	36	6	16.7	7	19.4	7	19.4	6	16.7	6	16.7	2	5.6	2	5.6
Talbot	50	6	12.0	4	8.0	12	24.0	5	10.0	10	20.0	2	4.0	11	22.0
Washington	99	20	20.2	8	8.1	18	18.2	17	17.2	19	19.2	13	13.1	4	4.0
Wicomico	76	9	11.8	8	10.5	10	13.2	15	19.7	13	17.1	14	18.4	7	9.2
Worcester	27	15	55.6	6	22.2	2	7.4	1	3.7	2	7.4	1	3.7	0	0.0

* 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 2020

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
Total State	158	41	25.9	13	8.2	10	6.3	9	5.7	32	20.3	22	13.9	31	19.6
Allegany	4	1	25.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0	2	50.0
Anne Arundel	15	0	0.0	0	0.0	0	0.0	1	6.7	3	20.0	4	26.7	7	46.7
Baltimore City	32	12	37.5	6	18.8	4	12.5	1	3.1	7	21.9	0	0.0	2	6.2
Baltimore	12	4	33.3	1	8.3	0	0.0	1	8.3	2	16.7	3	25.0	1	8.3
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	1	25.0	2	50.0	0	0.0
Cecil	3	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	2	66.7	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	2	22.2	1	11.1	0	0.0	0	0.0	1	11.1	1	11.1	4	44.4
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	3	60.0	1	20.0	0	0.0	0	0.0	1	20.0	0	0.0	0	0.0
Howard	8	2	25.0	1	12.5	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	14	5	35.7	0	0.0	0	0.0	3	21.4	4	28.6	0	0.0	2	14.3
Prince George's	16	5	31.2	1	6.2	1	6.2	1	6.2	2	12.5	5	31.2	1	6.2
Queen Anne's	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SEED School	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Saint Mary's	5	0	0.0	0	0.0	0	0.0	0	0.0	2	40.0	3	60.0	0	0.0
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	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	1	33.3	1	33.3	0	0.0	1	33.3
Wicomico	4	1	25.0	0	0.0	0	0.0	0	0.0	2	50.0	0	0.0	1	25.0
Worcester	4	3	75.0	0	0.0	0	0.0	0	0.0	1	25.0	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 2020

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
Total State	1,851	306	16.5	179	9.7	235	12.7	316	17.1	325	17.6	241	13.0	249	13.5
Allegany	26	3	11.5	1	3.8	1	3.8	5	19.2	5	19.2	6	23.1	5	19.2
Anne Arundel	111	1	0.9	6	5.4	14	12.6	26	23.4	21	18.9	18	16.2	25	22.5
Baltimore City	193	57	29.5	25	13.0	27	14.0	34	17.6	24	12.4	6	3.1	20	10.4
Baltimore	287	69	24.0	39	13.6	43	15.0	48	16.7	32	11.1	29	10.1	27	9.4
Calvert	44	2	4.5	0	0.0	7	15.9	7	15.9	6	13.6	13	29.5	9	20.5
Caroline	26	3	11.5	0	0.0	3	11.5	10	38.5	3	11.5	1	3.8	6	23.1
Carroll	86	0	0.0	1	1.2	10	11.6	12	14.0	17	19.8	24	27.9	22	25.6
Cecil	60	12	20.0	5	8.3	8	13.3	10	16.7	10	16.7	5	8.3	10	16.7
Charles	60	4	6.7	1	1.7	7	11.7	11	18.3	14	23.3	10	16.7	13	21.7
Dorchester	27	4	14.8	4	14.8	2	7.4	5	18.5	6	22.2	3	11.1	3	11.1
Frederick	112	10	8.9	12	10.7	20	17.9	15	13.4	23	20.5	17	15.2	15	13.4
Garrett	15	1	6.7	8	53.3	0	0.0	1	6.7	2	13.3	0	0.0	3	20.0
Harford	73	6	8.2	4	5.5	7	9.6	12	16.4	21	28.8	14	19.2	9	12.3
Howard	152	26	17.1	23	15.1	22	14.5	26	17.1	21	13.8	24	15.8	10	6.6
Kent	10	3	30.0	1	10.0	0	0.0	1	10.0	1	10.0	3	30.0	1	10.0
Montgomery	180	24	13.3	11	6.1	19	10.6	32	17.8	39	21.7	25	13.9	30	16.7
Prince George's	130	31	23.8	14	10.8	9	6.9	17	13.1	31	23.8	16	12.3	12	9.2
Queen Anne's	16	4	25.0	0	0.0	2	12.5	3	18.8	4	25.0	1	6.2	2	12.5
SEED School	7	2	28.6	2	28.6	2	28.6	0	0.0	1	14.3	0	0.0	0	0.0
Saint Mary's	66	9	13.6	2	3.0	12	18.2	17	25.8	9	13.6	7	10.6	10	15.2
Somerset	21	3	14.3	4	19.0	2	9.5	5	23.8	4	19.0	1	4.8	2	9.5
Talbot	31	4	12.9	3	9.7	6	19.4	3	9.7	5	16.1	2	6.5	8	25.8
Washington	61	14	23.0	5	8.2	8	13.1	10	16.4	16	26.2	6	9.8	2	3.3
Wicomico	42	5	11.9	5	11.9	3	7.1	6	14.3	9	21.4	9	21.4	5	11.9
Worcester	15	9	60.0	3	20.0	1	6.7	0	0.0	1	6.7	1	6.7	0	0.0

**Table 11c
Number and Percent of Student Personnel - Pupil Personnel Workers and
School Social Workers by Years of Experience
Maryland Public Schools: October 2020**

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
Total State	907	171	18.9	110	12.1	149	16.4	167	18.4	154	17.0	86	9.5	70	7.7
Allegany	10	0	0.0	3	30.0	2	20.0	3	30.0	0	0.0	1	10.0	1	10.0
Anne Arundel	71	2	2.8	11	15.5	11	15.5	18	25.4	10	14.1	9	12.7	10	14.1
Baltimore City	189	11	5.8	19	10.1	25	13.2	45	23.8	52	27.5	19	10.1	18	9.5
Baltimore	167	79	47.3	8	4.8	28	16.8	24	14.4	19	11.4	7	4.2	2	1.2
Calvert	14	0	0.0	1	7.1	2	14.3	2	14.3	7	50.0	1	7.1	1	7.1
Caroline	4	0	0.0	1	25.0	2	50.0	0	0.0	1	25.0	0	0.0	0	0.0
Carroll	9	0	0.0	0	0.0	1	11.1	1	11.1	4	44.4	2	22.2	1	11.1
Cecil	3	0	0.0	0	0.0	1	33.3	0	0.0	1	33.3	0	0.0	1	33.3
Charles	25	0	0.0	5	20.0	6	24.0	6	24.0	3	12.0	2	8.0	3	12.0
Dorchester	13	8	61.5	2	15.4	1	7.7	1	7.7	0	0.0	1	7.7	0	0.0
Frederick	74	19	25.7	18	24.3	8	10.8	12	16.2	4	5.4	7	9.5	6	8.1
Garrett	4	2	50.0	0	0.0	0	0.0	1	25.0	0	0.0	1	25.0	0	0.0
Harford	25	5	20.0	3	12.0	2	8.0	3	12.0	6	24.0	3	12.0	3	12.0
Howard	29	1	3.4	3	10.3	5	17.2	5	17.2	10	34.5	4	13.8	1	3.4
Kent	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	91	7	7.7	12	13.2	13	14.3	17	18.7	17	18.7	10	11.0	15	16.5
Prince George's	64	15	23.4	11	17.2	13	20.3	8	12.5	8	12.5	4	6.2	5	7.8
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
SEED School	2	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Saint Mary's	8	2	25.0	2	25.0	0	0.0	1	12.5	1	12.5	2	25.0	0	0.0
Somerset	13	3	23.1	1	7.7	5	38.5	1	7.7	2	15.4	1	7.7	0	0.0
Talbot	16	2	12.5	1	6.2	6	37.5	2	12.5	4	25.0	0	0.0	1	6.2
Washington	35	6	17.1	3	8.6	10	28.6	6	17.1	2	5.7	7	20.0	1	2.9
Wicomico	30	3	10.0	3	10.0	7	23.3	9	30.0	2	6.7	5	16.7	1	3.3
Worcester	8	3	37.5	3	37.5	1	12.5	1	12.5	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 2020

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
Total State	1,406	54	3.8	65	4.6	180	12.8	332	23.6	382	27.2	229	16.3	164	11.7
Allegany	21	0	0.0	0	0.0	0	0.0	1	4.8	8	38.1	6	28.6	6	28.6
Anne Arundel	123	0	0.0	0	0.0	15	12.2	40	32.5	32	26.0	17	13.8	19	15.4
Baltimore City	165	10	6.1	11	6.7	32	19.4	51	30.9	37	22.4	12	7.3	12	7.3
Baltimore	170	5	2.9	5	2.9	23	13.5	46	27.1	48	28.2	28	16.5	15	8.8
Calvert	24	0	0.0	0	0.0	0	0.0	7	29.2	8	33.3	4	16.7	5	20.8
Caroline	10	0	0.0	0	0.0	4	40.0	2	20.0	1	10.0	1	10.0	2	20.0
Carroll	38	0	0.0	0	0.0	2	5.3	11	28.9	12	31.6	8	21.1	5	13.2
Cecil	28	0	0.0	0	0.0	3	10.7	7	25.0	11	39.3	5	17.9	2	7.1
Charles	39	4	10.3	2	5.1	3	7.7	10	25.6	6	15.4	7	17.9	7	17.9
Dorchester	13	4	30.8	0	0.0	4	30.8	0	0.0	1	7.7	2	15.4	2	15.4
Frederick	69	0	0.0	1	1.4	8	11.6	20	29.0	18	26.1	14	20.3	8	11.6
Garrett	12	0	0.0	0	0.0	2	16.7	4	33.3	4	33.3	2	16.7	0	0.0
Harford	53	0	0.0	0	0.0	1	1.9	8	15.1	23	43.4	11	20.8	10	18.9
Howard	76	3	3.9	4	5.3	9	11.8	15	19.7	19	25.0	17	22.4	9	11.8
Kent	5	2	40.0	0	0.0	1	20.0	1	20.0	1	20.0	0	0.0	0	0.0
Montgomery	210	3	1.4	1	0.5	24	11.4	43	20.5	63	30.0	40	19.0	36	17.1
Prince George's	209	18	8.6	25	12.0	32	15.3	36	17.2	54	25.8	28	13.4	16	7.7
Queen Anne's	14	0	0.0	2	14.3	1	7.1	1	7.1	6	42.9	2	14.3	2	14.3
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	27	0	0.0	1	3.7	2	7.4	8	29.6	4	14.8	7	25.9	5	18.5
Somerset	9	0	0.0	3	33.3	1	11.1	3	33.3	1	11.1	0	0.0	1	11.1
Talbot	8	0	0.0	0	0.0	1	12.5	2	25.0	1	12.5	4	50.0	0	0.0
Washington	42	0	0.0	0	0.0	6	14.3	11	26.2	16	38.1	8	19.0	1	2.4
Wicomico	26	1	3.8	2	7.7	4	15.4	5	19.2	7	26.9	6	23.1	1	3.8
Worcester	14	4	28.6	8	57.1	1	7.1	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 2020

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
Total State	2,264	129	5.7	246	10.9	525	23.2	594	26.2	445	19.7	209	9.2	116	5.1
Allegany	18	0	0.0	0	0.0	0	0.0	6	33.3	8	44.4	4	22.2	0	0.0
Anne Arundel	201	2	1.0	21	10.4	49	24.4	58	28.9	41	20.4	14	7.0	16	8.0
Baltimore City	212	12	5.7	20	9.4	46	21.7	61	28.8	43	20.3	20	9.4	10	4.7
Baltimore	289	20	6.9	28	9.7	80	27.7	68	23.5	64	22.1	19	6.6	10	3.5
Calvert	54	0	0.0	3	5.6	11	20.4	15	27.8	17	31.5	4	7.4	4	7.4
Caroline	12	1	8.3	4	33.3	4	33.3	2	16.7	1	8.3	0	0.0	0	0.0
Carroll	53	0	0.0	4	7.5	15	28.3	19	35.8	6	11.3	7	13.2	2	3.8
Cecil	35	0	0.0	1	2.9	4	11.4	21	60.0	7	20.0	2	5.7	0	0.0
Charles	84	9	10.7	14	16.7	22	26.2	21	25.0	10	11.9	3	3.6	5	6.0
Dorchester	17	5	29.4	4	23.5	3	17.6	1	5.9	2	11.8	1	5.9	1	5.9
Frederick	98	2	2.0	8	8.2	25	25.5	23	23.5	19	19.4	14	14.3	7	7.1
Garrett	6	1	16.7	2	33.3	1	16.7	0	0.0	1	16.7	1	16.7	0	0.0
Harford	87	2	2.3	1	1.1	21	24.1	30	34.5	21	24.1	6	6.9	6	6.9
Howard	143	0	0.0	8	5.6	35	24.5	36	25.2	33	23.1	22	15.4	9	6.3
Kent	3	1	33.3	0	0.0	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	340	2	0.6	39	11.5	66	19.4	95	27.9	77	22.6	37	10.9	24	7.1
Prince George's	432	55	12.7	60	13.9	99	22.9	95	22.0	69	16.0	40	9.3	14	3.2
Queen Anne's	12	0	0.0	1	8.3	2	16.7	4	33.3	2	16.7	2	16.7	1	8.3
SEED School	2	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Saint Mary's	47	4	8.5	8	17.0	7	14.9	10	21.3	9	19.1	5	10.6	4	8.5
Somerset	10	1	10.0	2	20.0	4	40.0	2	20.0	1	10.0	0	0.0	0	0.0
Talbot	9	0	0.0	0	0.0	4	44.4	4	44.4	1	11.1	0	0.0	0	0.0
Washington	47	3	6.4	7	14.9	13	27.7	13	27.7	8	17.0	3	6.4	0	0.0
Wicomico	36	2	5.6	4	11.1	11	30.6	10	27.8	4	11.1	3	8.3	2	5.6
Worcester	17	7	41.2	5	29.4	1	5.9	0	0.0	1	5.9	2	11.8	1	5.9

* Includes other school-level administrators

Table 14
Number and Percent of Teachers by Years of Experience
Maryland Public Schools: October 2020

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
Total State	62,767	19,241	30.7	11,706	18.6	10,629	16.9	9,011	14.4	6,546	10.4	3,039	4.8	2,595	4.1
Allegany	607	76	12.5	79	13.0	96	15.8	111	18.3	106	17.5	70	11.5	69	11.4
Anne Arundel	6,018	1,881	31.3	1,332	22.1	939	15.6	762	12.7	603	10.0	284	4.7	217	3.6
Baltimore City	5,069	1,882	37.1	882	17.4	866	17.1	626	12.3	457	9.0	165	3.3	191	3.8
Baltimore	7,882	3,124	39.6	1,219	15.5	1,197	15.2	1,117	14.2	747	9.5	278	3.5	200	2.5
Calvert	999	133	13.3	131	13.1	173	17.3	189	18.9	183	18.3	123	12.3	67	6.7
Caroline	418	117	28.0	68	16.3	80	19.1	56	13.4	47	11.2	30	7.2	20	4.8
Carroll	1,791	336	18.8	327	18.3	303	16.9	310	17.3	246	13.7	157	8.8	112	6.3
Cecil	1,119	212	18.9	222	19.8	244	21.8	181	16.2	146	13.0	64	5.7	50	4.5
Charles	1,854	694	37.4	315	17.0	333	18.0	234	12.6	123	6.6	80	4.3	75	4.0
Dorchester	370	170	45.9	72	19.5	37	10.0	43	11.6	20	5.4	18	4.9	10	2.7
Frederick	2,842	773	27.2	559	19.7	433	15.2	382	13.4	314	11.0	190	6.7	191	6.7
Garrett	302	87	28.8	33	10.9	54	17.9	41	13.6	37	12.3	31	10.3	19	6.3
Harford	2,511	611	24.3	449	17.9	431	17.2	372	14.8	342	13.6	190	7.6	116	4.6
Howard	4,253	676	15.9	844	19.8	892	21.0	791	18.6	553	13.0	249	5.9	248	5.8
Kent	165	69	41.8	30	18.2	18	10.9	12	7.3	19	11.5	8	4.8	9	5.5
Montgomery	11,739	2,812	24.0	2,315	19.7	2,049	17.5	1,937	16.5	1,437	12.2	625	5.3	564	4.8
Prince George's	9,371	4,216	45.0	1,864	19.9	1,463	15.6	946	10.1	555	5.9	169	1.8	158	1.7
Queen Anne's	509	82	16.1	110	21.6	116	22.8	81	15.9	64	12.6	31	6.1	25	4.9
SEED School	40	16	40.0	13	32.5	8	20.0	1	2.5	1	2.5	0	0.0	1	2.5
Saint Mary's	1,091	309	28.3	174	15.9	184	16.9	171	15.7	140	12.8	61	5.6	52	4.8
Somerset	237	86	36.3	42	17.7	38	16.0	34	14.3	18	7.6	7	3.0	12	5.1
Talbot	329	85	25.8	65	19.8	55	16.7	59	17.9	43	13.1	7	2.1	15	4.6
Washington	1,495	342	22.9	267	17.9	344	23.0	268	17.9	144	9.6	81	5.4	49	3.3
Wicomico	1,173	323	27.5	207	17.6	186	15.9	182	15.5	121	10.3	83	7.1	71	6.1
Worcester	583	129	22.1	87	14.9	90	15.4	105	18.0	80	13.7	38	6.5	54	9.3

Table 15
Number and Percent of Therapists by Years of Experience
Maryland Public Schools: October 2020

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
Total State	2,248	505	22.5	367	16.3	330	14.7	379	16.9	323	14.4	140	6.2	204	9.1
Allegany	26	1	3.8	5	19.2	5	19.2	3	11.5	4	15.4	7	26.9	1	3.8
Anne Arundel	251	40	15.9	43	17.1	49	19.5	45	17.9	42	16.7	19	7.6	13	5.2
Baltimore City	182	35	19.2	47	25.8	38	20.9	25	13.7	20	11.0	0	0.0	17	9.3
Baltimore	309	111	35.9	65	21.0	52	16.8	38	12.3	31	10.0	4	1.3	8	2.6
Calvert	54	9	16.7	2	3.7	9	16.7	10	18.5	15	27.8	4	7.4	5	9.3
Caroline	5	2	40.0	0	0.0	1	20.0	1	20.0	0	0.0	0	0.0	1	20.0
Carroll	69	10	14.5	8	11.6	4	5.8	12	17.4	11	15.9	12	17.4	12	17.4
Cecil	34	9	26.5	5	14.7	8	23.5	3	8.8	4	11.8	0	0.0	5	14.7
Charles	23	0	0.0	5	21.7	1	4.3	2	8.7	4	17.4	3	13.0	8	34.8
Dorchester	3	1	33.3	0	0.0	1	33.3	0	0.0	1	33.3	0	0.0	0	0.0
Frederick	82	15	18.3	12	14.6	10	12.2	17	20.7	16	19.5	4	4.9	8	9.8
Garrett	10	2	20.0	1	10.0	2	20.0	2	20.0	1	10.0	1	10.0	1	10.0
Harford	93	21	22.6	15	16.1	11	11.8	19	20.4	14	15.1	5	5.4	8	8.6
Howard	220	39	17.7	28	12.7	27	12.3	50	22.7	30	13.6	20	9.1	26	11.8
Kent	5	2	40.0	1	20.0	0	0.0	1	20.0	0	0.0	1	20.0	0	0.0
Montgomery	596	111	18.6	93	15.6	87	14.6	106	17.8	90	15.1	36	6.0	73	12.2
Prince George's	173	66	38.2	25	14.5	11	6.4	29	16.8	23	13.3	13	7.5	6	3.5
Queen Anne's	10	2	20.0	1	10.0	1	10.0	2	20.0	2	20.0	1	10.0	1	10.0
SEED School	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Saint Mary's	21	8	38.1	0	0.0	2	9.5	2	9.5	3	14.3	2	9.5	4	19.0
Somerset	4	2	50.0	0	0.0	1	25.0	0	0.0	1	25.0	0	0.0	0	0.0
Talbot	5	1	20.0	1	20.0	1	20.0	2	40.0	0	0.0	0	0.0	0	0.0
Washington	41	10	24.4	7	17.1	7	17.1	5	12.2	6	14.6	3	7.3	3	7.3
Wicomico	14	2	14.3	1	7.1	1	7.1	4	28.6	1	7.1	3	21.4	2	14.3
Worcester	17	5	29.4	2	11.8	1	5.9	1	5.9	4	23.5	2	11.8	2	11.8

Table 16
Number and Percent of Librarians by Years of Experience
Maryland Public Schools: October 2020

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
Total State	1,160	148	12.8	190	16.4	243	20.9	230	19.8	185	15.9	86	7.4	78	6.7
Allegany	11	0	0.0	1	9.1	0	0.0	2	18.2	3	27.3	3	27.3	2	18.2
Anne Arundel	144	21	14.6	27	18.8	32	22.2	24	16.7	23	16.0	10	6.9	7	4.9
Baltimore City	53	4	7.5	7	13.2	12	22.6	16	30.2	4	7.5	2	3.8	8	15.1
Baltimore	163	27	16.6	20	12.3	34	20.9	40	24.5	28	17.2	7	4.3	7	4.3
Calvert	22	0	0.0	0	0.0	3	13.6	4	18.2	7	31.8	5	22.7	3	13.6
Caroline	8	0	0.0	0	0.0	1	12.5	1	12.5	3	37.5	2	25.0	1	12.5
Carroll	39	0	0.0	8	20.5	11	28.2	8	20.5	4	10.3	6	15.4	2	5.1
Cecil	25	0	0.0	4	16.0	3	12.0	8	32.0	7	28.0	2	8.0	1	4.0
Charles	28	2	7.1	1	3.6	5	17.9	7	25.0	4	14.3	7	25.0	2	7.1
Dorchester	10	4	40.0	2	20.0	0	0.0	2	20.0	2	20.0	0	0.0	0	0.0
Frederick	62	6	9.7	10	16.1	15	24.2	12	19.4	8	12.9	3	4.8	8	12.9
Garrett	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	58	3	5.2	10	17.2	19	32.8	11	19.0	8	13.8	3	5.2	4	6.9
Howard	102	6	5.9	12	11.8	26	25.5	25	24.5	19	18.6	8	7.8	6	5.9
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	28	13.8	40	19.7	39	19.2	28	13.8	36	17.7	13	6.4	19	9.4
Prince George's	115	34	29.6	30	26.1	22	19.1	15	13.0	7	6.1	5	4.3	2	1.7
Queen Anne's	10	1	10.0	2	20.0	1	10.0	3	30.0	1	10.0	1	10.0	1	10.0
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	4	14.3	5	17.9	8	28.6	5	17.9	3	10.7	1	3.6
Somerset	6	1	16.7	2	33.3	0	0.0	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	0	0.0	1	100.0	0	0.0
Washington	36	4	11.1	9	25.0	5	13.9	8	22.2	6	16.7	3	8.3	1	2.8
Wicomico	22	1	4.5	1	4.5	6	27.3	3	13.6	8	36.4	2	9.1	1	4.5
Worcester	12	4	33.3	0	0.0	3	25.0	3	25.0	0	0.0	0	0.0	2	16.7

Table 17
Number and Percent of Guidance Counselors by Years of Experience
Maryland Public Schools: October 2020

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
Total State	2,699	718	26.6	414	15.3	462	17.1	457	16.9	358	13.3	161	6.0	129	4.8
Allegany	27	3	11.1	3	11.1	5	18.5	4	14.8	3	11.1	6	22.2	3	11.1
Anne Arundel	255	62	24.3	58	22.7	36	14.1	44	17.3	38	14.9	9	3.5	8	3.1
Baltimore City	136	45	33.1	13	9.6	28	20.6	24	17.6	15	11.0	7	5.1	4	2.9
Baltimore	367	139	37.9	45	12.3	50	13.6	59	16.1	40	10.9	18	4.9	16	4.4
Calvert	44	4	9.1	6	13.6	8	18.2	9	20.5	4	9.1	6	13.6	7	15.9
Caroline	17	1	5.9	3	17.6	3	17.6	6	35.3	3	17.6	1	5.9	0	0.0
Carroll	80	13	16.2	14	17.5	10	12.5	16	20.0	13	16.2	7	8.8	7	8.8
Cecil	50	2	4.0	5	10.0	9	18.0	15	30.0	12	24.0	5	10.0	2	4.0
Charles	81	27	33.3	10	12.3	21	25.9	7	8.6	10	12.3	4	4.9	2	2.5
Dorchester	19	8	42.1	4	21.1	0	0.0	5	26.3	2	10.5	0	0.0	0	0.0
Frederick	132	23	17.4	16	12.1	28	21.2	25	18.9	14	10.6	9	6.8	17	12.9
Garrett	14	4	28.6	2	14.3	1	7.1	2	14.3	2	14.3	3	21.4	0	0.0
Harford	100	21	21.0	10	10.0	18	18.0	21	21.0	14	14.0	12	12.0	4	4.0
Howard	164	29	17.7	28	17.1	31	18.9	27	16.5	23	14.0	11	6.7	15	9.1
Kent	5	1	20.0	1	20.0	1	20.0	1	20.0	1	20.0	0	0.0	0	0.0
Montgomery	554	143	25.8	82	14.8	99	17.9	93	16.8	80	14.4	33	6.0	24	4.3
Prince George's	392	142	36.2	60	15.3	65	16.6	55	14.0	51	13.0	11	2.8	8	2.0
Queen Anne's	20	2	10.0	6	30.0	4	20.0	2	10.0	2	10.0	3	15.0	1	5.0
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	12	24.5	9	18.4	7	14.3	10	20.4	5	10.2	3	6.1	3	6.1
Somerset	8	2	25.0	2	25.0	1	12.5	0	0.0	2	25.0	1	12.5	0	0.0
Talbot	15	2	13.3	2	13.3	2	13.3	4	26.7	3	20.0	2	13.3	0	0.0
Washington	70	22	31.4	17	24.3	8	11.4	10	14.3	10	14.3	1	1.4	2	2.9
Wicomico	76	6	7.9	15	19.7	21	27.6	15	19.7	9	11.8	5	6.6	5	6.6
Worcester	24	5	20.8	3	12.5	6	25.0	3	12.5	2	8.3	4	16.7	1	4.2

Table 18
Number and Percent of Psychological Personnel by Years of Experience
Maryland Public Schools: October 2020

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
Total State	859	251	29.2	170	19.8	134	15.6	134	15.6	105	12.2	29	3.4	36	4.2
Allegany	7	0	0.0	1	14.3	2	28.6	3	42.9	0	0.0	1	14.3	0	0.0
Anne Arundel	85	25	29.4	18	21.2	19	22.4	12	14.1	9	10.6	0	0.0	2	2.4
Baltimore City	140	27	19.3	38	27.1	21	15.0	29	20.7	12	8.6	6	4.3	7	5.0
Baltimore	107	46	43.0	11	10.3	11	10.3	13	12.1	20	18.7	3	2.8	3	2.8
Calvert	8	3	37.5	1	12.5	0	0.0	1	12.5	0	0.0	1	12.5	2	25.0
Caroline	4	2	50.0	1	25.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0
Carroll	22	4	18.2	7	31.8	2	9.1	3	13.6	3	13.6	1	4.5	2	9.1
Cecil	11	6	54.5	1	9.1	0	0.0	3	27.3	1	9.1	0	0.0	0	0.0
Charles	44	17	38.6	8	18.2	11	25.0	2	4.5	4	9.1	0	0.0	2	4.5
Dorchester	5	1	20.0	3	60.0	0	0.0	0	0.0	1	20.0	0	0.0	0	0.0
Frederick	32	4	12.5	5	15.6	7	21.9	7	21.9	7	21.9	2	6.2	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	37	16	43.2	5	13.5	4	10.8	6	16.2	2	5.4	2	5.4	2	5.4
Howard	74	14	18.9	12	16.2	8	10.8	16	21.6	18	24.3	4	5.4	2	2.7
Kent	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	128	28	21.9	33	25.8	22	17.2	17	13.3	14	10.9	4	3.1	10	7.8
Prince George's	98	39	39.8	16	16.3	18	18.4	14	14.3	8	8.2	2	2.0	1	1.0
Queen Anne's	5	2	40.0	3	60.0	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	20	11	55.0	3	15.0	1	5.0	2	10.0	1	5.0	2	10.0	0	0.0
Somerset	2	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0
Talbot	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Washington	12	3	25.0	1	8.3	3	25.0	1	8.3	1	8.3	1	8.3	2	16.7
Wicomico	9	1	11.1	2	22.2	2	22.2	3	33.3	1	11.1	0	0.0	0	0.0
Worcester	4	0	0.0	1	25.0	2	50.0	1	25.0	0	0.0	0	0.0	0	0.0