



# Professional Staff by Type of Degree and Years of Experience Maryland Public Schools October 2021



Maryland State Department of Education  
Division of Assessment, Accountability,  
and Performance Reporting  
200 West Baltimore Street  
Baltimore, MD 21201-2595  
(410) 767-0078

## MARYLAND STATE DEPARTMENT OF EDUCATION

**Mohammed Choudhury**  
*State Superintendent of Schools*

**Clarence C. Crawford**  
*President, Maryland State Board of Education*

**Larry Hogan**  
*Governor*

**Jennifer Judkins, Ed.D.**  
*Assistant State Superintendent*  
*Division of Assessment, Accountability, and Performance Reporting*

**Kelly Meadows**  
*Assistant State Superintendent*  
*Division of Educator Certification and Program Approval*

**Chandra Haislet**  
*Executive Director, Office of Performance Reporting and Accountability*  
*Division of Assessment, Accountability, and Performance Reporting*

The Maryland State Department of Education does not discriminate on the basis of age, ancestry/national origin, color, disability, gender identity/expression, marital status, race, religion, sex, or sexual orientation in matters affecting employment or in providing access to programs and activities and provides equal access to the Boy Scouts and other designated youth groups. For inquiries related to Department policy, please contact: Equity Assurance and Compliance Office, Office of the Deputy State Superintendent for Finance and Administration, Maryland State Department of Education, 200 W. Baltimore Street - 6th Floor, Baltimore, Maryland 21201-2595, 410-767-0426 – voice, 410-767-0431 – fax, 410-333-6442 - TTY/TDD.

**Professional Staff by Type of Degree and Years of Experience  
Maryland Public Schools  
October 2021**

**Table of Contents**

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

## Introduction

This report presents information on the types of degrees and years of experience of central office and school-level professional personnel in Maryland local school systems (LSS) as of October 15, 2021. 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 2021*. 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 2021**

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>84,679</b>	<b>2,033</b>	<b>2.4</b>	<b>17,036</b>	<b>20.1</b>	<b>34,460</b>	<b>40.7</b>	<b>9,562</b>	<b>11.3</b>	<b>19,672</b>	<b>23.2</b>	<b>540</b>	<b>0.6</b>	<b>1,376</b>	<b>1.6</b>
Allegany	828	24	2.9	77	9.3	546	65.9	61	7.4	104	12.6	5	0.6	11	1.3
Anne Arundel	8,034	146	1.8	1,379	17.2	3,927	48.9	709	8.8	1,725	21.5	51	0.6	97	1.2
Baltimore City	7,563	233	3.1	473	6.3	3,810	50.4	336	4.4	2,404	31.8	51	0.7	256	3.4
Baltimore	10,555	187	1.8	2,926	27.7	4,703	44.6	20	0.2	2,613	24.8	24	0.2	82	0.8
Calvert	1,414	43	3.0	163	11.5	712	50.4	0	0.0	428	30.3	30	2.1	38	2.7
Caroline	568	7	1.2	38	6.7	308	54.2	34	6.0	159	28.0	4	0.7	18	3.2
Carroll	2,378	16	0.7	489	20.6	742	31.2	354	14.9	718	30.2	30	1.3	29	1.2
Cecil	1,494	31	2.1	103	6.9	911	61.0	21	1.4	384	25.7	20	1.3	24	1.6
Charles	2,399	47	2.0	171	7.1	1,355	56.5	212	8.8	601	25.1	5	0.2	8	0.3
Dorchester	514	14	2.7	120	23.3	213	41.4	19	3.7	137	26.7	4	0.8	7	1.4
Frederick	3,983	45	1.1	803	20.2	1,476	37.1	298	7.5	1,306	32.8	23	0.6	32	0.8
Garrett	407	10	2.5	30	7.4	236	58.0	40	9.8	72	17.7	10	2.5	9	2.2
Harford	3,433	42	1.2	809	23.6	1,620	47.2	7	0.2	911	26.5	24	0.7	20	0.6
Howard	5,838	119	2.0	859	14.7	3,623	62.1	420	7.2	718	12.3	26	0.4	73	1.3
Kent	211	3	1.4	9	4.3	68	32.2	14	6.6	114	54.0	2	0.9	1	0.5
Montgomery	15,620	130	0.8	4,543	29.1	2,472	15.8	5,334	34.1	2,617	16.8	57	0.4	467	3.0
Prince George's	11,846	771	6.5	2,794	23.6	4,240	35.8	1,139	9.6	2,698	22.8	74	0.6	130	1.1
Queen Anne's	691	7	1.0	10	1.4	437	63.2	19	2.7	195	28.2	8	1.2	15	2.2
SEED School	110	5	4.5	3	2.7	37	33.6	2	1.8	61	55.5	1	0.9	1	0.9
Saint Mary's	1,509	36	2.4	1	0.1	960	63.6	1	0.1	485	32.1	16	1.1	10	0.7
Somerset	381	13	3.4	22	5.8	184	48.3	5	1.3	129	33.9	16	4.2	12	3.1
Talbot	457	11	2.4	10	2.2	279	61.1	6	1.3	129	28.2	10	2.2	12	2.6
Washington	2,045	38	1.9	103	5.0	1,162	56.8	284	13.9	428	20.9	17	0.8	13	0.6
Wicomico	1,583	27	1.7	779	49.2	185	11.7	166	10.5	395	25.0	24	1.5	7	0.4
Worcester	818	28	3.4	322	39.4	254	31.1	61	7.5	141	17.2	8	1.0	4	0.5

\* 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 2021**

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>3,020</b>	<b>280</b>	<b>9.3</b>	<b>552</b>	<b>18.3</b>	<b>1,555</b>	<b>51.5</b>	<b>99</b>	<b>3.3</b>	<b>391</b>	<b>12.9</b>	<b>36</b>	<b>1.2</b>	<b>107</b>	<b>3.5</b>
Allegany	45	5	11.1	7	15.6	25	55.6	0	0.0	6	13.3	1	2.2	1	2.2
Anne Arundel	201	24	11.9	33	16.4	125	62.2	2	1.0	11	5.5	2	1.0	4	2.0
Baltimore City	423	33	7.8	50	11.8	269	63.6	8	1.9	48	11.3	4	0.9	11	2.6
Baltimore	466	30	6.4	10	2.1	302	64.8	2	0.4	88	18.9	6	1.3	28	6.0
Calvert	60	7	11.7	9	15.0	34	56.7	0	0.0	5	8.3	1	1.7	4	6.7
Caroline	31	1	3.2	3	9.7	16	51.6	0	0.0	9	29.0	0	0.0	2	6.5
Carroll	103	2	1.9	37	35.9	36	35.0	8	7.8	17	16.5	0	0.0	3	2.9
Cecil	73	10	13.7	8	11.0	30	41.1	0	0.0	13	17.8	2	2.7	10	13.7
Charles	89	4	4.5	13	14.6	63	70.8	1	1.1	5	5.6	1	1.1	2	2.2
Dorchester	46	4	8.7	11	23.9	24	52.2	0	0.0	6	13.0	0	0.0	1	2.2
Frederick	202	13	6.4	54	26.7	97	48.0	0	0.0	27	13.4	4	2.0	7	3.5
Garrett	23	3	13.0	3	13.0	9	39.1	0	0.0	5	21.7	2	8.7	1	4.3
Harford	106	9	8.5	20	18.9	55	51.9	0	0.0	22	20.8	0	0.0	0	0.0
Howard	204	16	7.8	36	17.6	112	54.9	1	0.5	25	12.3	0	0.0	14	6.9
Kent	14	0	0.0	3	21.4	4	28.6	1	7.1	6	42.9	0	0.0	0	0.0
Montgomery	302	14	4.6	134	44.4	58	19.2	65	21.5	26	8.6	1	0.3	4	1.3
Prince George's	212	58	27.4	51	24.1	84	39.6	9	4.2	9	4.2	0	0.0	1	0.5
Queen Anne's	20	2	10.0	1	5.0	13	65.0	0	0.0	3	15.0	1	5.0	0	0.0
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	8	10.1	0	0.0	51	64.6	0	0.0	14	17.7	4	5.1	2	2.5
Somerset	39	4	10.3	5	12.8	19	48.7	0	0.0	6	15.4	0	0.0	5	12.8
Talbot	55	4	7.3	0	0.0	30	54.5	0	0.0	11	20.0	4	7.3	6	10.9
Washington	101	13	12.9	4	4.0	65	64.4	0	0.0	16	15.8	2	2.0	1	1.0
Wicomico	86	10	11.6	49	57.0	17	19.8	1	1.2	8	9.3	1	1.2	0	0.0
Worcester	30	6	20.0	11	36.7	10	33.3	1	3.3	2	6.7	0	0.0	0	0.0

\* Includes superintendents, deputy superintendents, associate/assistant superintendents, directors, coordinators, supervisors, other administrators, pupil personnel workers, and school social workers

**Table 2a**  
**Number and Percent of Central Office Staff - Superintendents, Deputy Superintendents,**  
**Associate/Assistant Superintendents by Type of Degree**  
**Maryland Public Schools: October 2021**

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>61</b>	<b>38.6</b>	<b>17</b>	<b>10.8</b>	<b>66</b>	<b>41.8</b>	<b>4</b>	<b>2.5</b>	<b>9</b>	<b>5.7</b>	<b>1</b>	<b>0.6</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	15	4	26.7	0	0.0	11	73.3	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	33	11	33.3	2	6.1	18	54.5	0	0.0	1	3.0	1	3.0	0	0.0
Baltimore	13	5	38.5	0	0.0	8	61.5	0	0.0	0	0.0	0	0.0	0	0.0
Calvert	3	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	2	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	5	55.6	2	22.2	0	0.0	0	0.0	2	22.2	0	0.0	0	0.0
Garrett	2	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	5	2	40.0	0	0.0	2	40.0	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	11	0	0.0	4	36.4	4	36.4	3	27.3	0	0.0	0	0.0	0	0.0
Prince George's	16	7	43.8	1	6.2	7	43.8	1	6.2	0	0.0	0	0.0	0	0.0
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
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 2021**

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>1,913</b>	<b>188</b>	<b>9.8</b>	<b>281</b>	<b>14.7</b>	<b>870</b>	<b>45.5</b>	<b>83</b>	<b>4.3</b>	<b>352</b>	<b>18.4</b>	<b>34</b>	<b>1.8</b>	<b>105</b>	<b>5.5</b>
Allegany	28	4	14.3	4	14.3	13	46.4	0	0.0	5	17.9	1	3.6	1	3.6
Anne Arundel	111	16	14.4	15	13.5	61	55.0	2	1.8	11	9.9	2	1.8	4	3.6
Baltimore City	198	20	10.1	13	6.6	97	49.0	7	3.5	47	23.7	3	1.5	11	5.6
Baltimore	286	22	7.7	1	0.3	148	51.7	2	0.7	80	28.0	5	1.7	28	9.8
Calvert	43	4	9.3	4	9.3	25	58.1	0	0.0	5	11.6	1	2.3	4	9.3
Caroline	24	0	0.0	2	8.3	12	50.0	0	0.0	8	33.3	0	0.0	2	8.3
Carroll	89	1	1.1	29	32.6	32	36.0	8	9.0	16	18.0	0	0.0	3	3.4
Cecil	67	6	9.0	7	10.4	29	43.3	0	0.0	13	19.4	2	3.0	10	14.9
Charles	63	3	4.8	6	9.5	45	71.4	1	1.6	5	7.9	1	1.6	2	3.2
Dorchester	29	3	10.3	7	24.1	12	41.4	0	0.0	6	20.7	0	0.0	1	3.4
Frederick	114	5	4.4	32	28.1	52	45.6	0	0.0	14	12.3	4	3.5	7	6.1
Garrett	18	2	11.1	2	11.1	7	38.9	0	0.0	4	22.2	2	11.1	1	5.6
Harford	73	6	8.2	18	24.7	28	38.4	0	0.0	21	28.8	0	0.0	0	0.0
Howard	158	13	8.2	23	14.6	84	53.2	1	0.6	23	14.6	0	0.0	14	8.9
Kent	12	0	0.0	3	25.0	3	25.0	1	8.3	5	41.7	0	0.0	0	0.0
Montgomery	198	14	7.1	59	29.8	46	23.2	51	25.8	23	11.6	1	0.5	4	2.0
Prince George's	131	39	29.8	19	14.5	55	42.0	8	6.1	9	6.9	0	0.0	1	0.8
Queen Anne's	16	1	6.2	0	0.0	11	68.8	0	0.0	3	18.8	1	6.2	0	0.0
SEED School	8	0	0.0	0	0.0	5	62.5	0	0.0	3	37.5	0	0.0	0	0.0
Saint Mary's	65	4	6.2	0	0.0	41	63.1	0	0.0	14	21.5	4	6.2	2	3.1
Somerset	23	2	8.7	5	21.7	9	39.1	0	0.0	4	17.4	0	0.0	3	13.0
Talbot	32	2	6.2	0	0.0	13	40.6	0	0.0	7	21.9	4	12.5	6	18.8
Washington	63	10	15.9	1	1.6	33	52.4	0	0.0	16	25.4	2	3.2	1	1.6
Wicomico	45	7	15.6	25	55.6	3	6.7	1	2.2	8	17.8	1	2.2	0	0.0
Worcester	19	4	21.1	6	31.6	6	31.6	1	5.3	2	10.5	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 2021**

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>949</b>	<b>31</b>	<b>3.3</b>	<b>254</b>	<b>26.8</b>	<b>619</b>	<b>65.2</b>	<b>12</b>	<b>1.3</b>	<b>30</b>	<b>3.2</b>	<b>1</b>	<b>0.1</b>	<b>2</b>	<b>0.2</b>
Allegany	13	0	0.0	3	23.1	10	76.9	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	75	4	5.3	18	24.0	53	70.7	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	192	2	1.0	35	18.2	154	80.2	1	0.5	0	0.0	0	0.0	0	0.0
Baltimore	167	3	1.8	9	5.4	146	87.4	0	0.0	8	4.8	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	5	0	0.0	1	20.0	4	80.0	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	1	33.3	1	33.3	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Charles	22	0	0.0	7	31.8	15	68.2	0	0.0	0	0.0	0	0.0	0	0.0
Dorchester	16	1	6.2	3	18.8	12	75.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	79	3	3.8	20	25.3	45	57.0	0	0.0	11	13.9	0	0.0	0	0.0
Garrett	3	0	0.0	0	0.0	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0
Harford	28	1	3.6	2	7.1	25	89.3	0	0.0	0	0.0	0	0.0	0	0.0
Howard	38	1	2.6	11	28.9	26	68.4	0	0.0	0	0.0	0	0.0	0	0.0
Kent	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	93	0	0.0	71	76.3	8	8.6	11	11.8	3	3.2	0	0.0	0	0.0
Prince George's	65	12	18.5	31	47.7	22	33.8	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	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	9	0	0.0	0	0.0	9	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	14	1	7.1	0	0.0	9	64.3	0	0.0	2	14.3	0	0.0	2	14.3
Talbot	20	0	0.0	0	0.0	16	80.0	0	0.0	4	20.0	0	0.0	0	0.0
Washington	35	0	0.0	3	8.6	32	91.4	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	37	1	2.7	23	62.2	13	35.1	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	7	0	0.0	3	42.9	4	57.1	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 2021**

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>1,419</b>	<b>149</b>	<b>10.5</b>	<b>304</b>	<b>21.4</b>	<b>804</b>	<b>56.7</b>	<b>111</b>	<b>7.8</b>	<b>51</b>	<b>3.6</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Allegany	21	4	19.0	3	14.3	14	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	126	5	4.0	33	26.2	88	69.8	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	163	19	11.7	21	12.9	114	69.9	5	3.1	4	2.5	0	0.0	0	0.0
Baltimore	171	6	3.5	0	0.0	127	74.3	2	1.2	36	21.1	0	0.0	0	0.0
Calvert	24	1	4.2	2	8.3	21	87.5	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	10	2	20.0	0	0.0	8	80.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	39	1	2.6	11	28.2	20	51.3	6	15.4	1	2.6	0	0.0	0	0.0
Cecil	28	7	25.0	2	7.1	19	67.9	0	0.0	0	0.0	0	0.0	0	0.0
Charles	39	3	7.7	12	30.8	24	61.5	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	71	7	9.9	33	46.5	30	42.3	0	0.0	1	1.4	0	0.0	0	0.0
Garrett	12	1	8.3	0	0.0	11	91.7	0	0.0	0	0.0	0	0.0	0	0.0
Harford	53	4	7.5	11	20.8	38	71.7	0	0.0	0	0.0	0	0.0	0	0.0
Howard	78	11	14.1	16	20.5	49	62.8	2	2.6	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	212	2	0.9	81	38.2	50	23.6	77	36.3	2	0.9	0	0.0	0	0.0
Prince George's	211	52	24.6	47	22.3	91	43.1	18	8.5	3	1.4	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	1	11.1	0	0.0	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	44	4	9.1	0	0.0	39	88.6	1	2.3	0	0.0	0	0.0	0	0.0
Wicomico	26	3	11.5	20	76.9	3	11.5	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	14	3	21.4	8	57.1	3	21.4	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 2021**

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>2,324</b>	<b>113</b>	<b>4.9</b>	<b>608</b>	<b>26.2</b>	<b>1,261</b>	<b>54.3</b>	<b>190</b>	<b>8.2</b>	<b>146</b>	<b>6.3</b>	<b>2</b>	<b>0.1</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	204	10	4.9	60	29.4	123	60.3	0	0.0	6	2.9	2	1.0	3	1.5
Baltimore City	232	9	3.9	37	15.9	178	76.7	4	1.7	4	1.7	0	0.0	0	0.0
Baltimore	286	4	1.4	3	1.0	188	65.7	1	0.3	90	31.5	0	0.0	0	0.0
Calvert	55	1	1.8	5	9.1	47	85.5	0	0.0	2	3.6	0	0.0	0	0.0
Caroline	11	0	0.0	0	0.0	11	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	55	1	1.8	20	36.4	22	40.0	8	14.5	4	7.3	0	0.0	0	0.0
Cecil	40	2	5.0	3	7.5	34	85.0	0	0.0	1	2.5	0	0.0	0	0.0
Charles	83	4	4.8	19	22.9	58	69.9	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	108	2	1.9	42	38.9	52	48.1	1	0.9	10	9.3	0	0.0	1	0.9
Garrett	6	2	33.3	0	0.0	4	66.7	0	0.0	0	0.0	0	0.0	0	0.0
Harford	95	3	3.2	32	33.7	60	63.2	0	0.0	0	0.0	0	0.0	0	0.0
Howard	143	4	2.8	42	29.4	94	65.7	1	0.7	2	1.4	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	348	4	1.1	124	35.6	60	17.2	148	42.5	12	3.4	0	0.0	0	0.0
Prince George's	434	52	12.0	168	38.7	179	41.2	25	5.8	10	2.3	0	0.0	0	0.0
Queen Anne's	11	0	0.0	0	0.0	11	100.0	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
Saint Mary's	47	2	4.3	0	0.0	43	91.5	0	0.0	2	4.3	0	0.0	0	0.0
Somerset	10	1	10.0	1	10.0	8	80.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	12	0	0.0	1	8.3	11	91.7	0	0.0	0	0.0	0	0.0	0	0.0
Washington	49	1	2.0	3	6.1	45	91.8	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	37	2	5.4	32	86.5	3	8.1	0	0.0	0	0.0	0	0.0	0	0.0
Worcester	17	4	23.5	8	47.1	5	29.4	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 2021**

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>62,913</b>	<b>990</b>	<b>1.6</b>	<b>12,170</b>	<b>19.3</b>	<b>24,504</b>	<b>38.9</b>	<b>8,274</b>	<b>13.2</b>	<b>16,630</b>	<b>26.4</b>	<b>93</b>	<b>0.1</b>	<b>252</b>	<b>0.4</b>
Allegany	609	8	1.3	44	7.2	411	67.5	54	8.9	83	13.6	1	0.2	8	1.3
Anne Arundel	6,069	75	1.2	861	14.2	2,904	47.8	660	10.9	1,547	25.5	6	0.1	16	0.3
Baltimore City	5,116	97	1.9	222	4.3	2,390	46.7	274	5.4	2,083	40.7	11	0.2	39	0.8
Baltimore	7,743	78	1.0	2,706	34.9	3,136	40.5	0	0.0	1,823	23.5	0	0.0	0	0.0
Calvert	992	21	2.1	95	9.6	488	49.2	0	0.0	374	37.7	6	0.6	8	0.8
Caroline	417	4	1.0	25	6.0	218	52.3	31	7.4	133	31.9	1	0.2	5	1.2
Carroll	1,801	4	0.2	317	17.6	527	29.3	317	17.6	625	34.7	2	0.1	9	0.5
Cecil	1,133	9	0.8	63	5.6	685	60.5	21	1.9	344	30.4	4	0.4	7	0.6
Charles	1,806	25	1.4	72	4.0	944	52.3	194	10.7	567	31.4	1	0.1	3	0.2
Dorchester	342	5	1.5	67	19.6	129	37.7	16	4.7	116	33.9	3	0.9	6	1.8
Frederick	2,921	16	0.5	480	16.4	998	34.2	260	8.9	1,155	39.5	6	0.2	6	0.2
Garrett	300	3	1.0	17	5.7	182	60.7	38	12.7	53	17.7	1	0.3	6	2.0
Harford	2,597	12	0.5	589	22.7	1,180	45.4	7	0.3	800	30.8	2	0.1	7	0.3
Howard	4,268	49	1.1	576	13.5	2,702	63.3	400	9.4	541	12.7	0	0.0	0	0.0
Kent	172	2	1.2	5	2.9	51	29.7	13	7.6	99	57.6	1	0.6	1	0.6
Montgomery	11,834	79	0.7	3,071	26.0	1,896	16.0	4,460	37.7	2,256	19.1	15	0.1	57	0.5
Prince George's	9,277	449	4.8	2,093	22.6	3,256	35.1	1,031	11.1	2,385	25.7	15	0.2	48	0.5
Queen Anne's	519	3	0.6	5	1.0	319	61.5	18	3.5	165	31.8	0	0.0	9	1.7
SEED School	36	3	8.3	2	5.6	19	52.8	1	2.8	11	30.6	0	0.0	0	0.0
Saint Mary's	1,102	13	1.2	0	0.0	650	59.0	1	0.1	430	39.0	3	0.3	5	0.5
Somerset	257	5	1.9	8	3.1	121	47.1	5	1.9	108	42.0	6	2.3	4	1.6
Talbot	333	2	0.6	9	2.7	202	60.7	6	1.8	109	32.7	3	0.9	2	0.6
Washington	1,499	12	0.8	59	3.9	783	52.2	257	17.1	381	25.4	4	0.3	3	0.2
Wicomico	1,178	9	0.8	556	47.2	121	10.3	155	13.2	334	28.4	2	0.2	1	0.1
Worcester	592	7	1.2	228	38.5	192	32.4	55	9.3	108	18.2	0	0.0	2	0.3

**Table 6  
Number and Percent of Therapists by Type of Degree  
Maryland Public Schools: October 2021**

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>2,225</b>	<b>130</b>	<b>5.8</b>	<b>583</b>	<b>26.2</b>	<b>1,231</b>	<b>55.3</b>	<b>114</b>	<b>5.1</b>	<b>159</b>	<b>7.1</b>	<b>8</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>
Allegany	29	1	3.4	4	13.8	21	72.4	2	6.9	1	3.4	0	0.0	0	0.0
Anne Arundel	247	7	2.8	8	3.2	200	81.0	1	0.4	31	12.6	0	0.0	0	0.0
Baltimore City	178	10	5.6	7	3.9	144	80.9	5	2.8	12	6.7	0	0.0	0	0.0
Baltimore	283	23	8.1	31	11.0	198	70.0	0	0.0	31	11.0	0	0.0	0	0.0
Calvert	58	5	8.6	6	10.3	40	69.0	0	0.0	7	12.1	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	85	3	3.5	21	24.7	50	58.8	3	3.5	5	5.9	3	3.5	0	0.0
Cecil	35	0	0.0	2	5.7	32	91.4	0	0.0	1	2.9	0	0.0	0	0.0
Charles	23	0	0.0	4	17.4	13	56.5	1	4.3	5	21.7	0	0.0	0	0.0
Dorchester	5	0	0.0	2	40.0	3	60.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	74	0	0.0	22	29.7	51	68.9	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	105	6	5.7	6	5.7	81	77.1	0	0.0	11	10.5	1	1.0	0	0.0
Howard	220	15	6.8	16	7.3	179	81.4	4	1.8	6	2.7	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	590	4	0.7	377	63.9	97	16.4	88	14.9	24	4.1	0	0.0	0	0.0
Prince George's	168	50	29.8	54	32.1	51	30.4	9	5.4	4	2.4	0	0.0	0	0.0
Queen Anne's	9	0	0.0	0	0.0	7	77.8	0	0.0	2	22.2	0	0.0	0	0.0
SEED School	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Saint Mary's	20	1	5.0	0	0.0	16	80.0	0	0.0	3	15.0	0	0.0	0	0.0
Somerset	5	0	0.0	1	20.0	1	20.0	0	0.0	2	40.0	1	20.0	0	0.0
Talbot	8	0	0.0	0	0.0	7	87.5	0	0.0	1	12.5	0	0.0	0	0.0
Washington	35	3	8.6	1	2.9	21	60.0	0	0.0	7	20.0	3	8.6	0	0.0
Wicomico	12	0	0.0	7	58.3	2	16.7	1	8.3	2	16.7	0	0.0	0	0.0
Worcester	18	1	5.6	7	38.9	9	50.0	0	0.0	1	5.6	0	0.0	0	0.0

**Table 7  
Number and Percent of Librarians by Type of Degree  
Maryland Public Schools: October 2021**

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>1,158</b>	<b>17</b>	<b>1.5</b>	<b>425</b>	<b>36.7</b>	<b>499</b>	<b>43.1</b>	<b>86</b>	<b>7.4</b>	<b>128</b>	<b>11.1</b>	<b>1</b>	<b>0.1</b>	<b>2</b>	<b>0.2</b>
Allegany	10	0	0.0	4	40.0	5	50.0	1	10.0	0	0.0	0	0.0	0	0.0
Anne Arundel	142	1	0.7	65	45.8	67	47.2	7	4.9	2	1.4	0	0.0	0	0.0
Baltimore City	57	2	3.5	12	21.1	36	63.2	2	3.5	5	8.8	0	0.0	0	0.0
Baltimore	168	1	0.6	26	15.5	71	42.3	2	1.2	68	40.5	0	0.0	0	0.0
Calvert	22	1	4.5	10	45.5	11	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	8	0	0.0	3	37.5	5	62.5	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	37	0	0.0	14	37.8	16	43.2	2	5.4	5	13.5	0	0.0	0	0.0
Cecil	25	0	0.0	5	20.0	19	76.0	0	0.0	1	4.0	0	0.0	0	0.0
Charles	28	0	0.0	6	21.4	21	75.0	0	0.0	1	3.6	0	0.0	0	0.0
Dorchester	7	0	0.0	4	57.1	2	28.6	0	0.0	1	14.3	0	0.0	0	0.0
Frederick	61	0	0.0	19	31.1	30	49.2	1	1.6	11	18.0	0	0.0	0	0.0
Garrett	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	60	0	0.0	27	45.0	31	51.7	0	0.0	2	3.3	0	0.0	0	0.0
Howard	104	2	1.9	43	41.3	57	54.8	0	0.0	2	1.9	0	0.0	0	0.0
Kent	1	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	201	2	1.0	100	49.8	21	10.4	61	30.3	15	7.5	0	0.0	2	1.0
Prince George's	112	8	7.1	50	44.6	46	41.1	5	4.5	3	2.7	0	0.0	0	0.0
Queen Anne's	10	0	0.0	0	0.0	4	40.0	1	10.0	4	40.0	1	10.0	0	0.0
SEED School	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Saint Mary's	28	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	8	22.2	23	63.9	2	5.6	3	8.3	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	11	91.7	1	8.3	0	0.0	0	0.0	0	0.0	0	0.0

**Table 8  
Number and Percent of Guidance Counselors by Type of Degree  
Maryland Public Schools: October 2021**

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>2,750</b>	<b>34</b>	<b>1.2</b>	<b>939</b>	<b>34.1</b>	<b>1,549</b>	<b>56.3</b>	<b>108</b>	<b>3.9</b>	<b>116</b>	<b>4.2</b>	<b>0</b>	<b>0.0</b>	<b>4</b>	<b>0.1</b>
Allegany	27	1	3.7	3	11.1	23	85.2	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	258	2	0.8	172	66.7	84	32.6	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	148	1	0.7	11	7.4	130	87.8	0	0.0	6	4.1	0	0.0	0	0.0
Baltimore	363	1	0.3	46	12.7	289	79.6	2	0.6	25	6.9	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	78	0	0.0	46	59.0	30	38.5	2	2.6	0	0.0	0	0.0	0	0.0
Cecil	49	1	2.0	7	14.3	41	83.7	0	0.0	0	0.0	0	0.0	0	0.0
Charles	84	1	1.2	8	9.5	72	85.7	0	0.0	3	3.6	0	0.0	0	0.0
Dorchester	19	0	0.0	5	26.3	14	73.7	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	154	1	0.6	47	30.5	82	53.2	1	0.6	23	14.9	0	0.0	0	0.0
Garrett	12	0	0.0	0	0.0	12	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	104	2	1.9	39	37.5	62	59.6	0	0.0	1	1.0	0	0.0	0	0.0
Howard	173	1	0.6	33	19.1	139	80.3	0	0.0	0	0.0	0	0.0	0	0.0
Kent	7	0	0.0	0	0.0	6	85.7	0	0.0	1	14.3	0	0.0	0	0.0
Montgomery	563	1	0.2	311	55.2	123	21.8	89	15.8	36	6.4	0	0.0	3	0.5
Prince George's	381	15	3.9	115	30.2	221	58.0	11	2.9	18	4.7	0	0.0	1	0.3
Queen Anne's	20	0	0.0	2	10.0	16	80.0	0	0.0	2	10.0	0	0.0	0	0.0
SEED School	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Saint Mary's	49	2	4.1	0	0.0	47	95.9	0	0.0	0	0.0	0	0.0	0	0.0
Somerset	7	0	0.0	2	28.6	5	71.4	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	16	0	0.0	0	0.0	15	93.8	0	0.0	1	6.2	0	0.0	0	0.0
Washington	78	0	0.0	6	7.7	72	92.3	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	75	2	2.7	48	64.0	22	29.3	3	4.0	0	0.0	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 2021**

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>868</b>	<b>151</b>	<b>17.4</b>	<b>307</b>	<b>35.4</b>	<b>384</b>	<b>44.2</b>	<b>9</b>	<b>1.0</b>	<b>17</b>	<b>2.0</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	87	10	11.5	17	19.5	60	69.0	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore City	137	27	19.7	36	26.3	71	51.8	0	0.0	3	2.2	0	0.0	0	0.0
Baltimore	106	32	30.2	18	17.0	53	50.0	0	0.0	3	2.8	0	0.0	0	0.0
Calvert	10	2	20.0	3	30.0	5	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Caroline	3	0	0.0	2	66.7	1	33.3	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	12	1	8.3	7	58.3	4	33.3	0	0.0	0	0.0	0	0.0	0	0.0
Charles	45	5	11.1	17	37.8	22	48.9	0	0.0	1	2.2	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	43	1	2.3	18	41.9	24	55.8	0	0.0	0	0.0	0	0.0	0	0.0
Howard	78	15	19.2	20	25.6	41	52.6	0	0.0	2	2.6	0	0.0	0	0.0
Kent	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	127	13	10.2	86	67.7	14	11.0	9	7.1	5	3.9	0	0.0	0	0.0
Prince George's	95	28	29.5	43	45.3	23	24.2	0	0.0	1	1.1	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	22	2	9.1	0	0.0	20	90.9	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	11	1	9.1	3	27.3	7	63.6	0	0.0	0	0.0	0	0.0	0	0.0
Wicomico	11	0	0.0	11	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 2021**

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>84,679</b>	<b>23,111</b>	<b>27.3</b>	<b>15,298</b>	<b>18.1</b>	<b>13,326</b>	<b>15.7</b>	<b>13,208</b>	<b>15.6</b>	<b>10,574</b>	<b>12.5</b>	<b>4,997</b>	<b>5.9</b>	<b>4,165</b>	<b>4.9</b>
Allegany	828	145	17.5	132	15.9	107	12.9	156	18.8	120	14.5	90	10.9	78	9.4
Anne Arundel	8,034	2,082	25.9	1,655	20.6	1,281	15.9	1,181	14.7	966	12.0	492	6.1	377	4.7
Baltimore City	7,563	2,402	31.8	1,232	16.3	1,240	16.4	1,066	14.1	975	12.9	304	4.0	344	4.5
Baltimore	10,555	3,690	35.0	1,713	16.2	1,540	14.6	1,571	14.9	1,231	11.7	474	4.5	336	3.2
Calvert	1,414	190	13.4	179	12.7	205	14.5	271	19.2	277	19.6	174	12.3	118	8.3
Caroline	568	139	24.5	92	16.2	108	19.0	89	15.7	65	11.4	42	7.4	33	5.8
Carroll	2,378	412	17.3	395	16.6	347	14.6	413	17.4	368	15.5	262	11.0	181	7.6
Cecil	1,494	266	17.8	255	17.1	278	18.6	300	20.1	213	14.3	107	7.2	75	5.0
Charles	2,399	742	30.9	370	15.4	429	17.9	365	15.2	241	10.0	121	5.0	131	5.5
Dorchester	514	193	37.5	103	20.0	60	11.7	64	12.5	47	9.1	25	4.9	22	4.3
Frederick	3,983	974	24.5	718	18.0	557	14.0	652	16.4	476	12.0	317	8.0	289	7.3
Garrett	407	122	30.0	60	14.7	58	14.3	55	13.5	51	12.5	38	9.3	23	5.7
Harford	3,433	815	23.7	571	16.6	496	14.4	564	16.4	513	14.9	285	8.3	189	5.5
Howard	5,838	842	14.4	1,070	18.3	1,131	19.4	1,121	19.2	880	15.1	415	7.1	379	6.5
Kent	211	102	48.3	25	11.8	31	14.7	9	4.3	12	5.7	21	10.0	11	5.2
Montgomery	15,620	3,493	22.4	2,812	18.0	2,528	16.2	2,639	16.9	2,227	14.3	999	6.4	922	5.9
Prince George's	11,846	4,632	39.1	2,611	22.0	1,590	13.4	1,454	12.3	962	8.1	337	2.8	260	2.2
Queen Anne's	691	137	19.8	139	20.1	149	21.6	105	15.2	90	13.0	35	5.1	36	5.2
SEED School	110	63	57.3	30	27.3	9	8.2	3	2.7	4	3.6	0	0.0	1	0.9
Saint Mary's	1,509	354	23.5	279	18.5	249	16.5	238	15.8	201	13.3	102	6.8	86	5.7
Somerset	381	125	32.8	70	18.4	52	13.6	63	16.5	40	10.5	12	3.1	19	5.0
Talbot	457	102	22.3	73	16.0	96	21.0	78	17.1	65	14.2	22	4.8	21	4.6
Washington	2,045	487	23.8	308	15.1	403	19.7	379	18.5	261	12.8	129	6.3	78	3.8
Wicomico	1,583	401	25.3	268	16.9	259	16.4	240	15.2	186	11.7	133	8.4	96	6.1
Worcester	818	201	24.6	138	16.9	123	15.0	132	16.1	103	12.6	61	7.5	60	7.3

\* 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 2021**

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>3,020</b>	<b>529</b>	<b>17.5</b>	<b>378</b>	<b>12.5</b>	<b>373</b>	<b>12.4</b>	<b>495</b>	<b>16.4</b>	<b>557</b>	<b>18.4</b>	<b>360</b>	<b>11.9</b>	<b>328</b>	<b>10.9</b>
Allegany	45	13	28.9	10	22.2	9	20.0	6	13.3	5	11.1	1	2.2	1	2.2
Anne Arundel	201	5	2.5	17	8.5	22	10.9	48	23.9	39	19.4	31	15.4	39	19.4
Baltimore City	423	84	19.9	50	11.8	57	13.5	73	17.3	92	21.7	31	7.3	36	8.5
Baltimore	466	130	27.9	76	16.3	66	14.2	73	15.7	56	12.0	37	7.9	28	6.0
Calvert	60	0	0.0	2	3.3	5	8.3	15	25.0	13	21.7	11	18.3	14	23.3
Caroline	31	6	19.4	1	3.2	7	22.6	5	16.1	7	22.6	2	6.5	3	9.7
Carroll	103	1	1.0	6	5.8	14	13.6	9	8.7	23	22.3	31	30.1	19	18.4
Cecil	73	18	24.7	7	9.6	7	9.6	12	16.4	11	15.1	10	13.7	8	11.0
Charles	89	6	6.7	5	5.6	13	14.6	17	19.1	21	23.6	11	12.4	16	18.0
Dorchester	46	15	32.6	8	17.4	4	8.7	6	13.0	6	13.0	3	6.5	4	8.7
Frederick	202	26	12.9	36	17.8	29	14.4	24	11.9	28	13.9	31	15.3	28	13.9
Garrett	23	6	26.1	6	26.1	3	13.0	1	4.3	3	13.0	2	8.7	2	8.7
Harford	106	16	15.1	12	11.3	5	4.7	17	16.0	26	24.5	17	16.0	13	12.3
Howard	204	21	10.3	30	14.7	31	15.2	38	18.6	36	17.6	29	14.2	19	9.3
Kent	14	7	50.0	0	0.0	1	7.1	0	0.0	3	21.4	3	21.4	0	0.0
Montgomery	302	34	11.3	31	10.3	30	9.9	47	15.6	80	26.5	39	12.9	41	13.6
Prince George's	212	46	21.7	31	14.6	17	8.0	31	14.6	40	18.9	25	11.8	22	10.4
Queen Anne's	20	6	30.0	0	0.0	2	10.0	5	25.0	4	20.0	2	10.0	1	5.0
SEED School	10	5	50.0	2	20.0	1	10.0	0	0.0	2	20.0	0	0.0	0	0.0
Saint Mary's	79	9	11.4	7	8.9	10	12.7	18	22.8	14	17.7	11	13.9	10	12.7
Somerset	39	6	15.4	12	30.8	4	10.3	6	15.4	7	17.9	2	5.1	2	5.1
Talbot	55	14	25.5	4	7.3	10	18.2	7	12.7	7	12.7	3	5.5	10	18.2
Washington	101	20	19.8	11	10.9	15	14.9	18	17.8	19	18.8	13	12.9	5	5.0
Wicomico	86	15	17.4	9	10.5	11	12.8	17	19.8	13	15.1	14	16.3	7	8.1
Worcester	30	20	66.7	5	16.7	0	0.0	2	6.7	2	6.7	1	3.3	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 2021**

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>38</b>	<b>24.1</b>	<b>14</b>	<b>8.9</b>	<b>9</b>	<b>5.7</b>	<b>7</b>	<b>4.4</b>	<b>41</b>	<b>25.9</b>	<b>18</b>	<b>11.4</b>	<b>31</b>	<b>19.6</b>
Allegany	4	1	25.0	1	25.0	1	25.0	0	0.0	1	25.0	0	0.0	0	0.0
Anne Arundel	15	0	0.0	0	0.0	0	0.0	0	0.0	4	26.7	2	13.3	9	60.0
Baltimore City	33	14	42.4	5	15.2	3	9.1	3	9.1	6	18.2	0	0.0	2	6.1
Baltimore	13	5	38.5	1	7.7	0	0.0	1	7.7	3	23.1	2	15.4	1	7.7
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	1	50.0	0	0.0	1	50.0
Carroll	4	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	3	75.0	0	0.0
Cecil	3	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	1	33.3	1	33.3
Charles	4	0	0.0	0	0.0	0	0.0	0	0.0	3	75.0	1	25.0	0	0.0
Dorchester	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0
Frederick	9	1	11.1	1	11.1	0	0.0	0	0.0	2	22.2	1	11.1	4	44.4
Garrett	2	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0
Harford	5	2	40.0	1	20.0	0	0.0	1	20.0	1	20.0	0	0.0	0	0.0
Howard	8	1	12.5	2	25.0	2	25.0	1	12.5	0	0.0	2	25.0	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	11	1	9.1	0	0.0	1	9.1	0	0.0	9	81.8	0	0.0	0	0.0
Prince George's	16	6	37.5	0	0.0	1	6.2	0	0.0	4	25.0	2	12.5	3	18.8
Queen Anne's	2	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	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	1	20.0	3	60.0	1	20.0
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 2021**

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>1,913</b>	<b>314</b>	<b>16.4</b>	<b>214</b>	<b>11.2</b>	<b>226</b>	<b>11.8</b>	<b>330</b>	<b>17.3</b>	<b>350</b>	<b>18.3</b>	<b>247</b>	<b>12.9</b>	<b>232</b>	<b>12.1</b>
Allegany	28	11	39.3	6	21.4	4	14.3	3	10.7	3	10.7	0	0.0	1	3.6
Anne Arundel	111	1	0.9	5	4.5	7	6.3	30	27.0	25	22.5	20	18.0	23	20.7
Baltimore City	198	62	31.3	18	9.1	29	14.6	32	16.2	32	16.2	9	4.5	16	8.1
Baltimore	286	62	21.7	46	16.1	46	16.1	46	16.1	34	11.9	28	9.8	24	8.4
Calvert	43	0	0.0	1	2.3	4	9.3	12	27.9	7	16.3	9	20.9	10	23.3
Caroline	24	5	20.8	0	0.0	6	25.0	5	20.8	4	16.7	2	8.3	2	8.3
Carroll	89	0	0.0	6	6.7	12	13.5	8	9.0	18	20.2	27	30.3	18	20.2
Cecil	67	18	26.9	7	10.4	4	6.0	12	17.9	11	16.4	9	13.4	6	9.0
Charles	63	6	9.5	1	1.6	7	11.1	11	17.5	17	27.0	8	12.7	13	20.6
Dorchester	29	3	10.3	7	24.1	3	10.3	5	17.2	6	20.7	2	6.9	3	10.3
Frederick	114	6	5.3	16	14.0	19	16.7	15	13.2	18	15.8	23	20.2	17	14.9
Garrett	18	4	22.2	5	27.8	3	16.7	1	5.6	3	16.7	1	5.6	1	5.6
Harford	73	7	9.6	5	6.8	5	6.8	12	16.4	19	26.0	14	19.2	11	15.1
Howard	158	19	12.0	24	15.2	23	14.6	29	18.4	26	16.5	20	12.7	17	10.8
Kent	12	5	41.7	0	0.0	1	8.3	0	0.0	3	25.0	3	25.0	0	0.0
Montgomery	198	27	13.6	16	8.1	18	9.1	32	16.2	50	25.3	25	12.6	30	15.2
Prince George's	131	25	19.1	20	15.3	5	3.8	23	17.6	26	19.8	18	13.7	14	10.7
Queen Anne's	16	5	31.2	0	0.0	2	12.5	4	25.0	3	18.8	1	6.2	1	6.2
SEED School	8	4	50.0	2	25.0	1	12.5	0	0.0	1	12.5	0	0.0	0	0.0
Saint Mary's	65	9	13.8	4	6.2	9	13.8	17	26.2	11	16.9	6	9.2	9	13.8
Somerset	23	2	8.7	6	26.1	1	4.3	5	21.7	5	21.7	2	8.7	2	8.7
Talbot	32	4	12.5	3	9.4	5	15.6	5	15.6	6	18.8	2	6.2	7	21.9
Washington	63	13	20.6	7	11.1	8	12.7	12	19.0	13	20.6	8	12.7	2	3.2
Wicomico	45	4	8.9	5	11.1	4	8.9	10	22.2	8	17.8	9	20.0	5	11.1
Worcester	19	12	63.2	4	21.1	0	0.0	1	5.3	1	5.3	1	5.3	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 2021**

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>949</b>	<b>177</b>	<b>18.7</b>	<b>150</b>	<b>15.8</b>	<b>138</b>	<b>14.5</b>	<b>158</b>	<b>16.6</b>	<b>166</b>	<b>17.5</b>	<b>95</b>	<b>10.0</b>	<b>65</b>	<b>6.8</b>
Allegany	13	1	7.7	3	23.1	4	30.8	3	23.1	1	7.7	1	7.7	0	0.0
Anne Arundel	75	4	5.3	12	16.0	15	20.0	18	24.0	10	13.3	9	12.0	7	9.3
Baltimore City	192	8	4.2	27	14.1	25	13.0	38	19.8	54	28.1	22	11.5	18	9.4
Baltimore	167	63	37.7	29	17.4	20	12.0	26	15.6	19	11.4	7	4.2	3	1.8
Calvert	14	0	0.0	1	7.1	1	7.1	3	21.4	6	42.9	2	14.3	1	7.1
Caroline	5	1	20.0	1	20.0	1	20.0	0	0.0	2	40.0	0	0.0	0	0.0
Carroll	10	0	0.0	0	0.0	2	20.0	1	10.0	5	50.0	1	10.0	1	10.0
Cecil	3	0	0.0	0	0.0	2	66.7	0	0.0	0	0.0	0	0.0	1	33.3
Charles	22	0	0.0	4	18.2	6	27.3	6	27.3	1	4.5	2	9.1	3	13.6
Dorchester	16	12	75.0	1	6.2	1	6.2	1	6.2	0	0.0	1	6.2	0	0.0
Frederick	79	19	24.1	19	24.1	10	12.7	9	11.4	8	10.1	7	8.9	7	8.9
Garrett	3	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0
Harford	28	7	25.0	6	21.4	0	0.0	4	14.3	6	21.4	3	10.7	2	7.1
Howard	38	1	2.6	4	10.5	6	15.8	8	21.1	10	26.3	7	18.4	2	5.3
Kent	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	93	6	6.5	15	16.1	11	11.8	15	16.1	21	22.6	14	15.1	11	11.8
Prince George's	65	15	23.1	11	16.9	11	16.9	8	12.3	10	15.4	5	7.7	5	7.7
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	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	9	0	0.0	3	33.3	1	11.1	1	11.1	2	22.2	2	22.2	0	0.0
Somerset	14	4	28.6	4	28.6	3	21.4	1	7.1	2	14.3	0	0.0	0	0.0
Talbot	20	10	50.0	1	5.0	5	25.0	2	10.0	0	0.0	1	5.0	1	5.0
Washington	35	7	20.0	4	11.4	7	20.0	5	14.3	5	14.3	5	14.3	2	5.7
Wicomico	37	10	27.0	4	10.8	7	18.9	7	18.9	3	8.1	5	13.5	1	2.7
Worcester	7	5	71.4	1	14.3	0	0.0	1	14.3	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 2021**

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>1,419</b>	<b>50</b>	<b>3.5</b>	<b>78</b>	<b>5.5</b>	<b>146</b>	<b>10.3</b>	<b>360</b>	<b>25.4</b>	<b>381</b>	<b>26.8</b>	<b>250</b>	<b>17.6</b>	<b>154</b>	<b>10.9</b>
Allegany	21	0	0.0	7	33.3	4	19.0	7	33.3	2	9.5	1	4.8	0	0.0
Anne Arundel	126	0	0.0	1	0.8	16	12.7	39	31.0	30	23.8	25	19.8	15	11.9
Baltimore City	163	9	5.5	13	8.0	24	14.7	45	27.6	45	27.6	18	11.0	9	5.5
Baltimore	171	5	2.9	4	2.3	19	11.1	46	26.9	54	31.6	31	18.1	12	7.0
Calvert	24	0	0.0	0	0.0	0	0.0	6	25.0	10	41.7	3	12.5	5	20.8
Caroline	10	0	0.0	1	10.0	2	20.0	3	30.0	1	10.0	0	0.0	3	30.0
Carroll	39	0	0.0	0	0.0	0	0.0	13	33.3	15	38.5	4	10.3	7	17.9
Cecil	28	0	0.0	1	3.6	1	3.6	9	32.1	12	42.9	3	10.7	2	7.1
Charles	39	2	5.1	5	12.8	3	7.7	10	25.6	7	17.9	7	17.9	5	12.8
Dorchester	13	2	15.4	1	7.7	3	23.1	1	7.7	1	7.7	2	15.4	3	23.1
Frederick	71	0	0.0	1	1.4	6	8.5	21	29.6	19	26.8	16	22.5	8	11.3
Garrett	12	1	8.3	0	0.0	2	16.7	3	25.0	4	33.3	2	16.7	0	0.0
Harford	53	0	0.0	0	0.0	0	0.0	9	17.0	20	37.7	14	26.4	10	18.9
Howard	78	2	2.6	4	5.1	7	9.0	16	20.5	18	23.1	20	25.6	11	14.1
Kent	5	3	60.0	0	0.0	0	0.0	1	20.0	1	20.0	0	0.0	0	0.0
Montgomery	212	3	1.4	0	0.0	19	9.0	51	24.1	54	25.5	48	22.6	37	17.5
Prince George's	211	18	8.5	29	13.7	24	11.4	44	20.9	52	24.6	28	13.3	16	7.6
Queen Anne's	14	0	0.0	2	14.3	1	7.1	1	7.1	7	50.0	2	14.3	1	7.1
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	3	11.1	7	25.9	6	22.2	5	18.5	5	18.5
Somerset	9	0	0.0	1	11.1	1	11.1	5	55.6	1	11.1	0	0.0	1	11.1
Talbot	8	0	0.0	0	0.0	0	0.0	3	37.5	1	12.5	4	50.0	0	0.0
Washington	44	0	0.0	0	0.0	3	6.8	14	31.8	13	29.5	12	27.3	2	4.5
Wicomico	26	1	3.8	1	3.8	4	15.4	6	23.1	7	26.9	5	19.2	2	7.7
Worcester	14	4	28.6	6	42.9	3	21.4	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 2021**

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>2,324</b>	<b>139</b>	<b>6.0</b>	<b>289</b>	<b>12.4</b>	<b>497</b>	<b>21.4</b>	<b>580</b>	<b>25.0</b>	<b>481</b>	<b>20.7</b>	<b>228</b>	<b>9.8</b>	<b>110</b>	<b>4.7</b>
Allegany	19	10	52.6	5	26.3	3	15.8	1	5.3	0	0.0	0	0.0	0	0.0
Anne Arundel	204	6	2.9	24	11.8	52	25.5	52	25.5	41	20.1	16	7.8	13	6.4
Baltimore City	232	14	6.0	25	10.8	43	18.5	66	28.4	51	22.0	23	9.9	10	4.3
Baltimore	286	21	7.3	33	11.5	80	28.0	56	19.6	63	22.0	22	7.7	11	3.8
Calvert	55	1	1.8	3	5.5	10	18.2	15	27.3	16	29.1	8	14.5	2	3.6
Caroline	11	1	9.1	3	27.3	5	45.5	1	9.1	0	0.0	1	9.1	0	0.0
Carroll	55	0	0.0	4	7.3	13	23.6	18	32.7	8	14.5	10	18.2	2	3.6
Cecil	40	0	0.0	0	0.0	4	10.0	22	55.0	8	20.0	6	15.0	0	0.0
Charles	83	3	3.6	16	19.3	23	27.7	18	21.7	17	20.5	2	2.4	4	4.8
Dorchester	17	6	35.3	3	17.6	3	17.6	1	5.9	2	11.8	1	5.9	1	5.9
Frederick	108	1	0.9	11	10.2	23	21.3	28	25.9	25	23.1	13	12.0	7	6.5
Garrett	6	2	33.3	3	50.0	0	0.0	0	0.0	1	16.7	0	0.0	0	0.0
Harford	95	2	2.1	4	4.2	16	16.8	34	35.8	24	25.3	9	9.5	6	6.3
Howard	143	0	0.0	6	4.2	37	25.9	35	24.5	36	25.2	20	14.0	9	6.3
Kent	3	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	348	8	2.3	41	11.8	68	19.5	89	25.6	84	24.1	40	11.5	18	5.2
Prince George's	434	48	11.1	69	15.9	74	17.1	103	23.7	82	18.9	40	9.2	18	4.1
Queen Anne's	11	0	0.0	3	27.3	2	18.2	3	27.3	1	9.1	1	9.1	1	9.1
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	0	0.0	10	21.3	9	19.1	10	21.3	8	17.0	6	12.8	4	8.5
Somerset	10	1	10.0	2	20.0	2	20.0	2	20.0	0	0.0	2	20.0	1	10.0
Talbot	12	0	0.0	1	8.3	5	41.7	5	41.7	1	8.3	0	0.0	0	0.0
Washington	49	2	4.1	11	22.4	12	24.5	13	26.5	8	16.3	3	6.1	0	0.0
Wicomico	37	2	5.4	6	16.2	11	29.7	8	21.6	4	10.8	4	10.8	2	5.4
Worcester	17	8	47.1	4	23.5	2	11.8	0	0.0	1	5.9	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 2021**

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>62,913</b>	<b>19,203</b>	<b>30.5</b>	<b>12,134</b>	<b>19.3</b>	<b>9,732</b>	<b>15.5</b>	<b>9,111</b>	<b>14.5</b>	<b>6,972</b>	<b>11.1</b>	<b>3,140</b>	<b>5.0</b>	<b>2,621</b>	<b>4.2</b>
Allegany	609	91	14.9	94	15.4	73	12.0	121	19.9	99	16.3	69	11.3	62	10.2
Anne Arundel	6,069	1,859	30.6	1,350	22.2	926	15.3	771	12.7	643	10.6	307	5.1	213	3.5
Baltimore City	5,116	1,923	37.6	877	17.1	821	16.0	623	12.2	515	10.1	157	3.1	200	3.9
Baltimore	7,743	2,994	38.7	1,275	16.5	1,069	13.8	1,097	14.2	806	10.4	284	3.7	218	2.8
Calvert	992	141	14.2	136	13.7	149	15.0	185	18.6	189	19.1	123	12.4	69	7.0
Caroline	417	121	29.0	69	16.5	74	17.7	64	15.3	43	10.3	27	6.5	19	4.6
Carroll	1,801	366	20.3	341	18.9	261	14.5	300	16.7	260	14.4	164	9.1	109	6.1
Cecil	1,133	206	18.2	223	19.7	218	19.2	210	18.5	150	13.2	72	6.4	54	4.8
Charles	1,806	663	36.7	305	16.9	304	16.8	248	13.7	144	8.0	70	3.9	72	4.0
Dorchester	342	144	42.1	73	21.3	32	9.4	40	11.7	25	7.3	18	5.3	10	2.9
Frederick	2,921	855	29.3	573	19.6	391	13.4	423	14.5	298	10.2	194	6.6	187	6.4
Garrett	300	88	29.3	41	13.7	47	15.7	41	13.7	36	12.0	29	9.7	18	6.0
Harford	2,597	684	26.3	467	18.0	376	14.5	390	15.0	363	14.0	191	7.4	126	4.9
Howard	4,268	677	15.9	831	19.5	855	20.0	780	18.3	605	14.2	267	6.3	253	5.9
Kent	172	80	46.5	22	12.8	28	16.3	8	4.7	8	4.7	15	8.7	11	6.4
Montgomery	11,834	2,920	24.7	2,296	19.4	1,916	16.2	1,909	16.1	1,549	13.1	672	5.7	572	4.8
Prince George's	9,277	3,945	42.5	2,163	23.3	1,204	13.0	1,028	11.1	607	6.5	179	1.9	151	1.6
Queen Anne's	519	107	20.6	108	20.8	115	22.2	78	15.0	63	12.1	25	4.8	23	4.4
SEED School	36	12	33.3	15	41.7	5	13.9	2	5.6	1	2.8	0	0.0	1	2.8
Saint Mary's	1,102	301	27.3	221	20.1	177	16.1	160	14.5	132	12.0	58	5.3	53	4.8
Somerset	257	99	38.5	43	16.7	36	14.0	41	16.0	21	8.2	6	2.3	11	4.3
Talbot	333	79	23.7	61	18.3	74	22.2	51	15.3	45	13.5	12	3.6	11	3.3
Washington	1,499	395	26.4	227	15.1	313	20.9	263	17.5	171	11.4	76	5.1	54	3.6
Wicomico	1,178	328	27.8	215	18.3	180	15.3	177	15.0	122	10.4	81	6.9	75	6.4
Worcester	592	125	21.1	108	18.2	88	14.9	101	17.1	77	13.0	44	7.4	49	8.3



**Table 15**  
**Number and Percent of Therapists by Years of Experience**  
**Maryland Public Schools: October 2021**

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>2,225</b>	<b>485</b>	<b>21.8</b>	<b>365</b>	<b>16.4</b>	<b>350</b>	<b>15.7</b>	<b>361</b>	<b>16.2</b>	<b>331</b>	<b>14.9</b>	<b>150</b>	<b>6.7</b>	<b>183</b>	<b>8.2</b>
Allegany	29	5	17.2	4	13.8	7	24.1	2	6.9	3	10.3	6	20.7	2	6.9
Anne Arundel	247	42	17.0	36	14.6	52	21.1	44	17.8	43	17.4	19	7.7	11	4.5
Baltimore City	178	31	17.4	43	24.2	44	24.7	25	14.0	19	10.7	3	1.7	13	7.3
Baltimore	283	99	35.0	62	21.9	43	15.2	38	13.4	29	10.2	8	2.8	4	1.4
Calvert	58	9	15.5	4	6.9	9	15.5	12	20.7	14	24.1	6	10.3	4	6.9
Caroline	3	2	66.7	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0
Carroll	85	13	15.3	10	11.8	9	10.6	12	14.1	13	15.3	14	16.5	14	16.5
Cecil	35	9	25.7	5	14.3	8	22.9	4	11.4	5	14.3	0	0.0	4	11.4
Charles	23	3	13.0	5	21.7	2	8.7	1	4.3	4	17.4	3	13.0	5	21.7
Dorchester	5	2	40.0	1	20.0	1	20.0	0	0.0	1	20.0	0	0.0	0	0.0
Frederick	74	10	13.5	13	17.6	10	13.5	14	18.9	16	21.6	3	4.1	8	10.8
Garrett	10	2	20.0	1	10.0	1	10.0	2	20.0	2	20.0	1	10.0	1	10.0
Harford	105	25	23.8	16	15.2	13	12.4	18	17.1	18	17.1	5	4.8	10	9.5
Howard	220	36	16.4	32	14.5	28	12.7	48	21.8	31	14.1	17	7.7	28	12.7
Kent	5	3	60.0	1	20.0	0	0.0	0	0.0	0	0.0	1	20.0	0	0.0
Montgomery	590	109	18.5	90	15.3	92	15.6	101	17.1	91	15.4	42	7.1	65	11.0
Prince George's	168	57	33.9	28	16.7	16	9.5	27	16.1	24	14.3	10	6.0	6	3.6
Queen Anne's	9	2	22.2	2	22.2	1	11.1	0	0.0	2	22.2	1	11.1	1	11.1
SEED School	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Saint Mary's	20	6	30.0	1	5.0	3	15.0	2	10.0	2	10.0	2	10.0	4	20.0
Somerset	5	3	60.0	0	0.0	0	0.0	1	20.0	1	20.0	0	0.0	0	0.0
Talbot	8	0	0.0	4	50.0	2	25.0	1	12.5	1	12.5	0	0.0	0	0.0
Washington	35	9	25.7	6	17.1	7	20.0	2	5.7	7	20.0	4	11.4	0	0.0
Wicomico	12	2	16.7	0	0.0	0	0.0	4	33.3	1	8.3	4	33.3	1	8.3
Worcester	18	6	33.3	1	5.6	2	11.1	2	11.1	4	22.2	1	5.6	2	11.1

**Table 16**  
**Number and Percent of Librarians by Years of Experience**  
**Maryland Public Schools: October 2021**

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>1,158</b>	<b>142</b>	<b>12.3</b>	<b>181</b>	<b>15.6</b>	<b>237</b>	<b>20.5</b>	<b>254</b>	<b>21.9</b>	<b>177</b>	<b>15.3</b>	<b>103</b>	<b>8.9</b>	<b>64</b>	<b>5.5</b>
Allegany	10	0	0.0	0	0.0	1	10.0	2	20.0	3	30.0	2	20.0	2	20.0
Anne Arundel	142	24	16.9	22	15.5	31	21.8	27	19.0	20	14.1	12	8.5	6	4.2
Baltimore City	57	2	3.5	11	19.3	12	21.1	14	24.6	9	15.8	3	5.3	6	10.5
Baltimore	168	27	16.1	23	13.7	31	18.5	41	24.4	32	19.0	9	5.4	5	3.0
Calvert	22	0	0.0	1	4.5	2	9.1	6	27.3	5	22.7	7	31.8	1	4.5
Caroline	8	0	0.0	0	0.0	1	12.5	1	12.5	2	25.0	3	37.5	1	12.5
Carroll	37	0	0.0	5	13.5	12	32.4	8	21.6	4	10.8	7	18.9	1	2.7
Cecil	25	1	4.0	2	8.0	3	12.0	8	32.0	6	24.0	4	16.0	1	4.0
Charles	28	2	7.1	1	3.6	6	21.4	8	28.6	4	14.3	6	21.4	1	3.6
Dorchester	7	2	28.6	0	0.0	0	0.0	3	42.9	2	28.6	0	0.0	0	0.0
Frederick	61	5	8.2	12	19.7	12	19.7	13	21.3	9	14.8	5	8.2	5	8.2
Garrett	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	60	4	6.7	8	13.3	17	28.3	17	28.3	5	8.3	6	10.0	3	5.0
Howard	104	9	8.7	10	9.6	21	20.2	34	32.7	17	16.3	9	8.7	4	3.8
Kent	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0
Montgomery	201	24	11.9	35	17.4	44	21.9	29	14.4	34	16.9	15	7.5	20	10.0
Prince George's	112	31	27.7	33	29.5	17	15.2	18	16.1	6	5.4	3	2.7	4	3.6
Queen Anne's	10	2	20.0	2	20.0	2	20.0	2	20.0	1	10.0	0	0.0	1	10.0
SEED School	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Saint Mary's	28	0	0.0	4	14.3	9	32.1	5	17.9	5	17.9	5	17.9	0	0.0
Somerset	6	1	16.7	2	33.3	0	0.0	1	16.7	2	33.3	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	5	13.9	7	19.4	8	22.2	8	22.2	4	11.1	3	8.3	1	2.8
Wicomico	22	0	0.0	3	13.6	5	22.7	5	22.7	7	31.8	2	9.1	0	0.0
Worcester	12	3	25.0	0	0.0	3	25.0	4	33.3	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 2021**

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>2,750</b>	<b>758</b>	<b>27.6</b>	<b>441</b>	<b>16.0</b>	<b>424</b>	<b>15.4</b>	<b>444</b>	<b>16.1</b>	<b>375</b>	<b>13.6</b>	<b>181</b>	<b>6.6</b>	<b>127</b>	<b>4.6</b>
Allegany	27	7	25.9	4	14.8	3	11.1	4	14.8	3	11.1	4	14.8	2	7.4
Anne Arundel	258	66	25.6	56	21.7	35	13.6	43	16.7	42	16.3	12	4.7	4	1.6
Baltimore City	148	62	41.9	14	9.5	24	16.2	21	14.2	18	12.2	4	2.7	5	3.4
Baltimore	363	131	36.1	54	14.9	47	12.9	51	14.0	43	11.8	19	5.2	18	5.0
Calvert	44	5	11.4	5	11.4	5	11.4	11	25.0	3	6.8	7	15.9	8	18.2
Caroline	17	0	0.0	4	23.5	3	17.6	6	35.3	3	17.6	1	5.9	0	0.0
Carroll	78	12	15.4	10	12.8	12	15.4	13	16.7	16	20.5	8	10.3	7	9.0
Cecil	49	1	2.0	5	10.2	8	16.3	14	28.6	14	28.6	4	8.2	3	6.1
Charles	84	27	32.1	13	15.5	19	22.6	10	11.9	7	8.3	5	6.0	3	3.6
Dorchester	19	7	36.8	4	21.1	1	5.3	4	21.1	3	15.8	0	0.0	0	0.0
Frederick	154	38	24.7	20	13.0	21	13.6	34	22.1	13	8.4	14	9.1	14	9.1
Garrett	12	4	33.3	1	8.3	1	8.3	2	16.7	2	16.7	2	16.7	0	0.0
Harford	104	20	19.2	15	14.4	15	14.4	15	14.4	18	17.3	15	14.4	6	5.8
Howard	173	28	16.2	32	18.5	31	17.9	30	17.3	25	14.5	15	8.7	12	6.9
Kent	7	3	42.9	2	28.6	1	14.3	0	0.0	0	0.0	1	14.3	0	0.0
Montgomery	563	152	27.0	84	14.9	87	15.5	98	17.4	85	15.1	30	5.3	27	4.8
Prince George's	381	140	36.7	67	17.6	61	16.0	47	12.3	44	11.5	16	4.2	6	1.6
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	9	18.4	11	22.4	10	20.4	7	14.3	6	12.2	4	8.2	2	4.1
Somerset	7	1	14.3	1	14.3	2	28.6	0	0.0	2	28.6	1	14.3	0	0.0
Talbot	16	3	18.8	1	6.2	2	12.5	4	25.0	4	25.0	2	12.5	0	0.0
Washington	78	28	35.9	16	20.5	8	10.3	12	15.4	6	7.7	6	7.7	2	2.6
Wicomico	75	9	12.0	15	20.0	17	22.7	11	14.7	13	17.3	5	6.7	5	6.7
Worcester	24	3	12.5	1	4.2	7	29.2	5	20.8	3	12.5	3	12.5	2	8.3

**Table 18**  
**Number and Percent of Psychological Personnel by Years of Experience**  
**Maryland Public Schools: October 2021**

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>868</b>	<b>265</b>	<b>30.5</b>	<b>166</b>	<b>19.1</b>	<b>123</b>	<b>14.2</b>	<b>128</b>	<b>14.7</b>	<b>115</b>	<b>13.2</b>	<b>38</b>	<b>4.4</b>	<b>33</b>	<b>3.8</b>
Allegany	7	1	14.3	1	14.3	2	28.6	3	42.9	0	0.0	0	0.0	0	0.0
Anne Arundel	87	23	26.4	19	21.8	16	18.4	18	20.7	8	9.2	2	2.3	1	1.1
Baltimore City	137	25	18.2	35	25.5	22	16.1	24	17.5	18	13.1	7	5.1	6	4.4
Baltimore	106	47	44.3	14	13.2	7	6.6	10	9.4	21	19.8	6	5.7	1	0.9
Calvert	10	5	50.0	1	10.0	1	10.0	0	0.0	0	0.0	1	10.0	2	20.0
Caroline	3	2	66.7	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Carroll	22	5	22.7	3	13.6	4	18.2	3	13.6	4	18.2	0	0.0	3	13.6
Cecil	12	8	66.7	0	0.0	1	8.3	3	25.0	0	0.0	0	0.0	0	0.0
Charles	45	18	40.0	9	20.0	6	13.3	5	11.1	4	8.9	1	2.2	2	4.4
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	4	12.5	7	21.9	7	21.9	8	25.0	2	6.2	0	0.0
Garrett	3	0	0.0	1	33.3	1	33.3	0	0.0	1	33.3	0	0.0	0	0.0
Harford	43	20	46.5	6	14.0	4	9.3	6	14.0	2	4.7	3	7.0	2	4.7
Howard	78	17	21.8	12	15.4	6	7.7	18	23.1	17	21.8	6	7.7	2	2.6
Kent	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Montgomery	127	30	23.6	33	26.0	22	17.3	17	13.4	13	10.2	4	3.1	8	6.3
Prince George's	95	40	42.1	13	13.7	17	17.9	8	8.4	12	12.6	3	3.2	2	2.1
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	22	11	50.0	5	22.7	1	4.5	1	4.5	2	9.1	1	4.5	1	4.5
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	11	3	27.3	1	9.1	2	18.2	0	0.0	2	18.2	1	9.1	2	18.2
Wicomico	11	3	27.3	2	18.2	2	18.2	3	27.3	0	0.0	1	9.1	0	0.0
Worcester	4	0	0.0	0	0.0	2	50.0	2	50.0	0	0.0	0	0.0	0	0.0