



# **Characteristics of Professional Staff Maryland Public Schools**

## **October 2003**

Maryland State Department of Education  
Division of Planning, Results, and Information Management  
200 West Baltimore Street  
Baltimore, MD 21201-2595  
(410) 767-0073

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October 2003**

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## Introduction

The following tables present characteristics of professional staff employed in Maryland public schools as of October 2003. The data were obtained from two sources: employment records provided to the Division of Planning, Results, and Information Management from local education agencies in Maryland (October 2003) and teacher certification records maintained by the Division of Certification and Accreditation (May 2004). Professional staff include: principals and assistant principals, teachers, librarians, guidance counselors, and psychologists who are employed on a regular contract. Substitutes and hourly employees are excluded. This report does not include staff holding a Professional Eligibility Certificate.

Tables 1 and 2 present the number and percent of staff by type of degree held. Table 3 presents the number and percent of staff by total years of experience. Tables 4 and 5 present the number of staff by type of certification currently held.

Table 1  
 Total Certified Professional Staff at School Level  
 By Type of Degree  
 Maryland Public Schools: October 2003

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2-3 Years College		Fewer Than 2 Years College	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	57,734	629	1.1	9,618	16.7	16,739	29.0	12,759	22.1	17,778	30.8	28	0.0	183	0.3
Allegany	747	5	0.7	23	3.1	361	48.3	196	26.2	152	20.3	1	0.1	9	1.2
Anne Arundel	4,791	39	0.8	445	9.3	1,804	37.7	1,190	24.8	1,289	26.9	1	0.0	23	0.5
Baltimore City	5,917	88	1.5	1,151	19.5	1,217	20.6	1,444	24.4	1,981	33.5	10	0.2	26	0.4
Baltimore	7,658	81	1.1	2,356	30.8	2,466	32.2	710	9.3	2,044	26.7	1	0.0	0	0.0
Calvert	1,103	16	1.5	21	1.9	450	40.8	0	0.0	609	55.2	0	0.0	7	0.6
Caroline	401	4	1.0	19	4.7	164	40.9	89	22.2	125	31.2	0	0.0	0	0.0
Carroll	1,872	13	0.7	173	9.2	634	33.9	302	16.1	741	39.6	1	0.1	8	0.4
Cecil	1,103	2	0.2	48	4.4	252	22.8	225	20.4	570	51.7	0	0.0	6	0.5
Charles	1,495	5	0.3	22	1.5	230	15.4	68	4.5	1,157	77.4	2	0.1	11	0.7
Dorchester	335	3	0.9	39	11.6	120	35.8	44	13.1	121	36.1	1	0.3	7	2.1
Edison Schools	92	1	1.1	6	6.5	15	16.3	10	10.9	59	64.1	0	0.0	1	1.1
Frederick	2,641	22	0.8	557	21.1	679	25.7	649	24.6	722	27.3	4	0.2	8	0.3
Garrett	389	0	0.0	32	8.2	177	45.5	109	28.0	67	17.2	0	0.0	4	1.0
Harford	2,507	14	0.6	388	15.5	999	39.8	258	10.3	837	33.4	0	0.0	11	0.4
Howard	3,492	47	1.3	358	10.3	1,528	43.8	681	19.5	878	25.1	0	0.0	0	0.0
Kent	185	0	0.0	30	16.2	59	31.9	47	25.4	48	25.9	0	0.0	1	0.5
Montgomery	9,848	116	1.2	2,552	25.9	1,897	19.3	3,433	34.9	1,821	18.5	0	0.0	29	0.3
Prince George's	8,074	133	1.6	999	12.4	1,798	22.3	2,368	29.3	2,763	34.2	4	0.0	9	0.1
Queen Anne's	465	3	0.6	14	3.0	169	36.3	108	23.2	171	36.8	0	0.0	0	0.0
St. Mary's	1,065	7	0.7	0	0.0	426	40.0	1	0.1	624	58.6	2	0.2	5	0.5
Somerset	224	0	0.0	8	3.6	69	30.8	70	31.3	76	33.9	0	0.0	1	0.4
Talbot	332	4	1.2	35	10.5	121	36.4	38	11.4	132	39.8	1	0.3	1	0.3
Washington	1,367	5	0.4	61	4.5	555	40.6	371	27.1	368	26.9	0	0.0	7	0.5
Wicomico	1,074	13	1.2	189	17.6	307	28.6	260	24.2	305	28.4	0	0.0	0	0.0
Worcester	557	8	1.4	92	16.5	242	43.4	88	15.8	118	21.2	0	0.0	9	1.6

Table 1a  
 Total Certified Professional Staff at Elementary School Level  
 By Type of Degree  
 Maryland Public Schools: October 2003

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2-3 Years College		Fewer Than 2 Years College	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	27,575	210	0.8	4,127	15.0	7,941	28.8	6,119	22.2	9,156	33.2	1	0.0	21	0.1
Allegany	319	2	0.6	7	2.2	157	49.2	71	22.3	81	25.4	0	0.0	1	0.3
Anne Arundel	2,245	10	0.4	181	8.1	857	38.2	543	24.2	654	29.1	0	0.0	0	0.0
Baltimore City	2,746	34	1.2	424	15.4	541	19.7	713	26.0	1,034	37.7	0	0.0	0	0.0
Baltimore	3,509	25	0.7	1,065	30.4	1,137	32.4	303	8.6	979	27.9	0	0.0	0	0.0
Calvert	487	9	1.8	7	1.4	198	40.7	0	0.0	273	56.1	0	0.0	0	0.0
Caroline	195	0	0.0	7	3.6	83	42.6	42	21.5	63	32.3	0	0.0	0	0.0
Carroll	828	7	0.8	67	8.1	267	32.2	125	15.1	361	43.6	0	0.0	1	0.1
Cecil	509	0	0.0	17	3.3	108	21.2	107	21.0	277	54.4	0	0.0	0	0.0
Charles	637	3	0.5	8	1.3	91	14.3	27	4.2	503	79.0	0	0.0	5	0.8
Dorchester	160	3	1.9	18	11.3	57	35.6	17	10.6	65	40.6	0	0.0	0	0.0
Edison Schools	92	1	1.1	6	6.5	15	16.3	10	10.9	59	64.1	0	0.0	1	1.1
Frederick	1,244	8	0.6	220	17.7	347	27.9	304	24.4	365	29.3	0	0.0	0	0.0
Garrett	198	0	0.0	14	7.1	89	44.9	55	27.8	40	20.2	0	0.0	0	0.0
Harford	1,262	8	0.6	183	14.5	532	42.2	135	10.7	404	32.0	0	0.0	0	0.0
Howard	1,602	9	0.6	133	8.3	697	43.5	303	18.9	460	28.7	0	0.0	0	0.0
Kent	71	0	0.0	11	15.5	24	33.8	21	29.6	15	21.1	0	0.0	0	0.0
Montgomery	4,733	40	0.8	1,135	24.0	868	18.3	1,652	34.9	1,025	21.7	0	0.0	13	0.3
Prince George's	4,317	41	0.9	457	10.6	965	22.4	1,232	28.5	1,621	37.5	1	0.0	0	0.0
Queen Anne's	216	0	0.0	4	1.9	64	29.6	58	26.9	90	41.7	0	0.0	0	0.0
St. Mary's	522	3	0.6	0	0.0	219	42.0	0	0.0	300	57.5	0	0.0	0	0.0
Somerset	106	0	0.0	2	1.9	32	30.2	29	27.4	43	40.6	0	0.0	0	0.0
Talbot	163	0	0.0	16	9.8	57	35.0	20	12.3	70	42.9	0	0.0	0	0.0
Washington	629	1	0.2	25	4.0	266	42.3	178	28.3	159	25.3	0	0.0	0	0.0
Wicomico	533	4	0.8	87	16.3	150	28.1	133	25.0	159	29.8	0	0.0	0	0.0
Worcester	252	2	0.8	33	13.1	120	47.6	41	16.3	56	22.2	0	0.0	0	0.0

Table 1b  
 Total Certified Professional Staff at Middle and Combined School Level  
 By Type of Degree  
 Maryland Public Schools: October 2003

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2-3 Years College		Fewer Than 2 Years College	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	14,296	163	1.1	2,451	17.1	4,151	29.0	3,089	21.6	4,433	31.0	1	0.0	8	0.1
Allegany	208	1	0.5	7	3.4	106	51.0	56	26.9	38	18.3	0	0.0	0	0.0
Anne Arundel	1,244	11	0.9	130	10.5	450	36.2	315	25.3	338	27.2	0	0.0	0	0.0
Baltimore City	1,704	28	1.6	344	20.2	361	21.2	390	22.9	580	34.0	0	0.0	1	0.1
Baltimore	1,897	24	1.3	585	30.8	601	31.7	160	8.4	527	27.8	0	0.0	0	0.0
Calvert	309	4	1.3	4	1.3	136	44.0	0	0.0	165	53.4	0	0.0	0	0.0
Caroline	94	2	2.1	4	4.3	34	36.2	20	21.3	34	36.2	0	0.0	0	0.0
Carroll	472	2	0.4	51	10.8	163	34.5	85	18.0	171	36.2	0	0.0	0	0.0
Cecil	276	0	0.0	13	4.7	61	22.1	47	17.0	155	56.2	0	0.0	0	0.0
Charles	383	1	0.3	9	2.3	66	17.2	17	4.4	289	75.5	0	0.0	1	0.3
Dorchester	82	0	0.0	9	11.0	29	35.4	10	12.2	34	41.5	0	0.0	0	0.0
Edison Schools	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	679	4	0.6	151	22.2	162	23.9	166	24.4	196	28.9	0	0.0	0	0.0
Garrett	85	0	0.0	10	11.8	42	49.4	24	28.2	9	10.6	0	0.0	0	0.0
Harford	629	3	0.5	104	16.5	244	38.8	61	9.7	217	34.5	0	0.0	0	0.0
Howard	911	11	1.2	98	10.8	401	44.0	184	20.2	217	23.8	0	0.0	0	0.0
Kent	57	0	0.0	11	19.3	20	35.1	11	19.3	15	26.3	0	0.0	0	0.0
Montgomery	2,409	29	1.2	633	26.3	495	20.5	841	34.9	405	16.8	0	0.0	6	0.2
Prince George's	1,630	32	2.0	196	12.0	356	21.8	485	29.8	560	34.4	1	0.1	0	0.0
Queen Anne's	112	1	0.9	6	5.4	43	38.4	25	22.3	37	33.0	0	0.0	0	0.0
St. Mary's	252	1	0.4	0	0.0	99	39.3	0	0.0	152	60.3	0	0.0	0	0.0
Somerset	54	0	0.0	4	7.4	14	25.9	16	29.6	20	37.0	0	0.0	0	0.0
Talbot	97	2	2.1	7	7.2	39	40.2	12	12.4	37	38.1	0	0.0	0	0.0
Washington	364	1	0.3	12	3.3	127	34.9	101	27.7	123	33.8	0	0.0	0	0.0
Wicomico	212	3	1.4	41	19.3	51	24.1	42	19.8	75	35.4	0	0.0	0	0.0
Worcester	136	3	2.2	22	16.2	51	37.5	21	15.4	39	28.7	0	0.0	0	0.0

Table 1c  
 Total Certified Professional Staff at Secondary School Level  
 By Type of Degree  
 Maryland Public Schools: October 2003

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2-3 Years College		Fewer Than 2 Years College	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	15,863	256	1.6	3,040	19.2	4,647	29.3	3,551	22.4	4,189	26.4	26	0.2	154	1.0
Allegany	220	2	0.9	9	4.1	98	44.5	69	31.4	33	15.0	1	0.5	8	3.6
Anne Arundel	1,302	18	1.4	134	10.3	497	38.2	332	25.5	297	22.8	1	0.1	23	1.8
Baltimore City	1,467	26	1.8	383	26.1	315	21.5	341	23.2	367	25.0	10	0.7	25	1.7
Baltimore	2,252	32	1.4	706	31.3	728	32.3	247	11.0	538	23.9	1	0.0	0	0.0
Calvert	307	3	1.0	10	3.3	116	37.8	0	0.0	171	55.7	0	0.0	7	2.3
Caroline	112	2	1.8	8	7.1	47	42.0	27	24.1	28	25.0	0	0.0	0	0.0
Carroll	572	4	0.7	55	9.6	204	35.7	92	16.1	209	36.5	1	0.2	7	1.2
Cecil	318	2	0.6	18	5.7	83	26.1	71	22.3	138	43.4	0	0.0	6	1.9
Charles	475	1	0.2	5	1.1	73	15.4	24	5.1	365	76.8	2	0.4	5	1.1
Dorchester	93	0	0.0	12	12.9	34	36.6	17	18.3	22	23.7	1	1.1	7	7.5
Edison Schools	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	718	10	1.4	186	25.9	170	23.7	179	24.9	161	22.4	4	0.6	8	1.1
Garrett	106	0	0.0	8	7.5	46	43.4	30	28.3	18	17.0	0	0.0	4	3.8
Harford	616	3	0.5	101	16.4	223	36.2	62	10.1	216	35.1	0	0.0	11	1.8
Howard	979	27	2.8	127	13.0	430	43.9	194	19.8	201	20.5	0	0.0	0	0.0
Kent	57	0	0.0	8	14.0	15	26.3	15	26.3	18	31.6	0	0.0	1	1.8
Montgomery	2,706	47	1.7	784	29.0	534	19.7	940	34.7	391	14.4	0	0.0	10	0.4
Prince George's	2,127	60	2.8	346	16.3	477	22.4	651	30.6	582	27.4	2	0.1	9	0.4
Queen Anne's	137	2	1.5	4	2.9	62	45.3	25	18.2	44	32.1	0	0.0	0	0.0
St. Mary's	291	3	1.0	0	0.0	108	37.1	1	0.3	172	59.1	2	0.7	5	1.7
Somerset	64	0	0.0	2	3.1	23	35.9	25	39.1	13	20.3	0	0.0	1	1.6
Talbot	72	2	2.8	12	16.7	25	34.7	6	8.3	25	34.7	1	1.4	1	1.4
Washington	374	3	0.8	24	6.4	162	43.3	92	24.6	86	23.0	0	0.0	7	1.9
Wicomico	329	6	1.8	61	18.5	106	32.2	85	25.8	71	21.6	0	0.0	0	0.0
Worcester	169	3	1.8	37	21.9	71	42.0	26	15.4	23	13.6	0	0.0	9	5.3



Table 2  
 Total New Certified Professional Staff\* at School Level  
 By Type of Degree  
 Maryland Public Schools: October 2003

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2-3 Years College		Fewer Than 2 Years College	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	1,548	8	0.5	50	3.2	304	19.6	36	2.3	1,145	74.0	0	0.0	5	0.3
Allegany	12	0	0.0	0	0.0	3	25.0	0	0.0	9	75.0	0	0.0	0	0.0
Anne Arundel	143	0	0.0	3	2.1	26	18.2	0	0.0	114	79.7	0	0.0	0	0.0
Baltimore City	102	1	1.0	2	2.0	14	13.7	2	2.0	83	81.4	0	0.0	0	0.0
Baltimore	321	2	0.6	19	5.9	62	19.3	7	2.2	231	72.0	0	0.0	0	0.0
Calvert	33	0	0.0	0	0.0	10	30.3	0	0.0	23	69.7	0	0.0	0	0.0
Caroline	21	0	0.0	1	4.8	0	0.0	0	0.0	20	95.2	0	0.0	0	0.0
Carroll	6	0	0.0	0	0.0	1	16.7	0	0.0	5	83.3	0	0.0	0	0.0
Cecil	49	0	0.0	0	0.0	7	14.3	0	0.0	42	85.7	0	0.0	0	0.0
Charles	54	0	0.0	0	0.0	4	7.4	0	0.0	50	92.6	0	0.0	0	0.0
Dorchester	6	0	0.0	0	0.0	0	0.0	0	0.0	6	100.0	0	0.0	0	0.0
Edison Schools	8	0	0.0	3	37.5	1	12.5	0	0.0	4	50.0	0	0.0	0	0.0
Frederick	88	0	0.0	0	0.0	24	27.3	2	2.3	62	70.5	0	0.0	0	0.0
Garrett	7	0	0.0	0	0.0	3	42.9	0	0.0	4	57.1	0	0.0	0	0.0
Harford	57	0	0.0	0	0.0	10	17.5	0	0.0	47	82.5	0	0.0	0	0.0
Howard	110	0	0.0	4	3.6	26	23.6	2	1.8	78	70.9	0	0.0	0	0.0
Kent	3	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	0	0.0	0	0.0
Montgomery	238	3	1.3	17	7.1	40	16.8	19	8.0	155	65.1	0	0.0	4	1.7
Prince George's	121	2	1.7	0	0.0	33	27.3	3	2.5	83	68.6	0	0.0	0	0.0
Queen Anne's	14	0	0.0	0	0.0	2	14.3	0	0.0	12	85.7	0	0.0	0	0.0
St. Mary's	42	0	0.0	0	0.0	8	19.0	0	0.0	34	81.0	0	0.0	0	0.0
Somerset	3	0	0.0	0	0.0	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0
Talbot	12	0	0.0	0	0.0	3	25.0	0	0.0	9	75.0	0	0.0	0	0.0
Washington	29	0	0.0	0	0.0	5	17.2	0	0.0	23	79.3	0	0.0	1	3.4
Wicomico	53	0	0.0	1	1.9	17	32.1	1	1.9	34	64.2	0	0.0	0	0.0
Worcester	16	0	0.0	0	0.0	3	18.8	0	0.0	13	81.3	0	0.0	0	0.0

\* Includes staff who were hired between October 16, 2002 and October 15, 2003.

Table 2a  
 Total New Certified Professional Staff\* at Elementary School Level  
 By Type of Degree  
 Maryland Public Schools: October 2003

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2-3 Years College		Fewer Than 2 Years College	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	842	2	0.2	22	2.6	133	15.8	21	2.5	662	78.6	0	0.0	2	0.2
Allegany	6	0	0.0	0	0.0	0	0.0	0	0.0	6	100.0	0	0.0	0	0.0
Anne Arundel	67	0	0.0	1	1.5	10	14.9	0	0.0	56	83.6	0	0.0	0	0.0
Baltimore City	57	1	1.8	2	3.5	5	8.8	1	1.8	48	84.2	0	0.0	0	0.0
Baltimore	178	0	0.0	8	4.5	33	18.5	3	1.7	134	75.3	0	0.0	0	0.0
Calvert	16	0	0.0	0	0.0	6	37.5	0	0.0	10	62.5	0	0.0	0	0.0
Caroline	12	0	0.0	1	8.3	0	0.0	0	0.0	11	91.7	0	0.0	0	0.0
Carroll	5	0	0.0	0	0.0	1	20.0	0	0.0	4	80.0	0	0.0	0	0.0
Cecil	23	0	0.0	0	0.0	2	8.7	0	0.0	21	91.3	0	0.0	0	0.0
Charles	28	0	0.0	0	0.0	1	3.6	0	0.0	27	96.4	0	0.0	0	0.0
Dorchester	4	0	0.0	0	0.0	0	0.0	0	0.0	4	100.0	0	0.0	0	0.0
Edison Schools	8	0	0.0	3	37.5	1	12.5	0	0.0	4	50.0	0	0.0	0	0.0
Frederick	44	0	0.0	0	0.0	10	22.7	0	0.0	34	77.3	0	0.0	0	0.0
Garrett	3	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	0	0.0	0	0.0
Harford	37	0	0.0	0	0.0	7	18.9	0	0.0	30	81.1	0	0.0	0	0.0
Howard	51	0	0.0	1	2.0	12	23.5	1	2.0	37	72.5	0	0.0	0	0.0
Kent	1	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Montgomery	139	0	0.0	6	4.3	14	10.1	12	8.6	105	75.5	0	0.0	2	1.4
Prince George's	79	1	1.3	0	0.0	17	21.5	3	3.8	58	73.4	0	0.0	0	0.0
Queen Anne's	11	0	0.0	0	0.0	1	9.1	0	0.0	10	90.9	0	0.0	0	0.0
St. Mary's	20	0	0.0	0	0.0	3	15.0	0	0.0	17	85.0	0	0.0	0	0.0
Somerset	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	5	0	0.0	0	0.0	1	20.0	0	0.0	4	80.0	0	0.0	0	0.0
Washington	14	0	0.0	0	0.0	2	14.3	0	0.0	12	85.7	0	0.0	0	0.0
Wicomico	27	0	0.0	0	0.0	5	18.5	1	3.7	21	77.8	0	0.0	0	0.0
Worcester	6	0	0.0	0	0.0	1	16.7	0	0.0	5	83.3	0	0.0	0	0.0

\* Includes staff who were hired between October 16, 2002 and October 15, 2003.

Table 2b

Total New Certified Professional Staff\* at Middle and Combined School Level  
By Type of Degree  
Maryland Public Schools: October 2003

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2-3 Years College		Fewer Than 2 Years College	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	368	2	0.5	10	2.7	78	21.2	8	2.2	269	73.1	0	0.0	1	0.3
Allegany	5	0	0.0	0	0.0	2	40.0	0	0.0	3	60.0	0	0.0	0	0.0
Anne Arundel	44	0	0.0	0	0.0	8	18.2	0	0.0	36	81.8	0	0.0	0	0.0
Baltimore City	25	0	0.0	0	0.0	4	16.0	0	0.0	21	84.0	0	0.0	0	0.0
Baltimore	76	1	1.3	6	7.9	11	14.5	4	5.3	54	71.1	0	0.0	0	0.0
Calvert	10	0	0.0	0	0.0	3	30.0	0	0.0	7	70.0	0	0.0	0	0.0
Caroline	8	0	0.0	0	0.0	0	0.0	0	0.0	8	100.0	0	0.0	0	0.0
Carroll	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Cecil	12	0	0.0	0	0.0	3	25.0	0	0.0	9	75.0	0	0.0	0	0.0
Charles	16	0	0.0	0	0.0	2	12.5	0	0.0	14	87.5	0	0.0	0	0.0
Dorchester	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Edison Schools	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	24	0	0.0	0	0.0	6	25.0	0	0.0	18	75.0	0	0.0	0	0.0
Garrett	2	0	0.0	0	0.0	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Harford	9	0	0.0	0	0.0	3	33.3	0	0.0	6	66.7	0	0.0	0	0.0
Howard	30	0	0.0	2	6.7	5	16.7	1	3.3	22	73.3	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	45	0	0.0	2	4.4	12	26.7	3	6.7	27	60.0	0	0.0	1	2.2
Prince George's	19	1	5.3	0	0.0	8	42.1	0	0.0	10	52.6	0	0.0	0	0.0
Queen Anne's	2	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0
St. Mary's	11	0	0.0	0	0.0	1	9.1	0	0.0	10	90.9	0	0.0	0	0.0
Somerset	2	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0
Talbot	5	0	0.0	0	0.0	1	20.0	0	0.0	4	80.0	0	0.0	0	0.0
Washington	9	0	0.0	0	0.0	1	11.1	0	0.0	8	88.9	0	0.0	0	0.0
Wicomico	7	0	0.0	0	0.0	3	42.9	0	0.0	4	57.1	0	0.0	0	0.0
Worcester	6	0	0.0	0	0.0	2	33.3	0	0.0	4	66.7	0	0.0	0	0.0

\* Includes staff who were hired between October 16, 2002 and October 15, 2003.

Table 2c  
 Total New Certified Professional Staff\* at Secondary School Level  
 By Type of Degree  
 Maryland Public Schools: October 2003

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2-3 Years College		Fewer Than 2 Years College	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	338	4	1.2	18	5.3	93	27.5	7	2.1	214	63.3	0	0.0	2	0.6
Allegany	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Anne Arundel	32	0	0.0	2	6.3	8	25.0	0	0.0	22	68.8	0	0.0	0	0.0
Baltimore City	20	0	0.0	0	0.0	5	25.0	1	5.0	14	70.0	0	0.0	0	0.0
Baltimore	67	1	1.5	5	7.5	18	26.9	0	0.0	43	64.2	0	0.0	0	0.0
Calvert	7	0	0.0	0	0.0	1	14.3	0	0.0	6	85.7	0	0.0	0	0.0
Caroline	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Carroll	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Cecil	14	0	0.0	0	0.0	2	14.3	0	0.0	12	85.7	0	0.0	0	0.0
Charles	10	0	0.0	0	0.0	1	10.0	0	0.0	9	90.0	0	0.0	0	0.0
Dorchester	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Edison Schools	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	20	0	0.0	0	0.0	8	40.0	2	10.0	10	50.0	0	0.0	0	0.0
Garrett	2	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0
Harford	11	0	0.0	0	0.0	0	0.0	0	0.0	11	100.0	0	0.0	0	0.0
Howard	29	0	0.0	1	3.4	9	31.0	0	0.0	19	65.5	0	0.0	0	0.0
Kent	2	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0
Montgomery	54	3	5.6	9	16.7	14	25.9	4	7.4	23	42.6	0	0.0	1	1.9
Prince George's	23	0	0.0	0	0.0	8	34.8	0	0.0	15	65.2	0	0.0	0	0.0
Queen Anne's	1	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
St. Mary's	11	0	0.0	0	0.0	4	36.4	0	0.0	7	63.6	0	0.0	0	0.0
Somerset	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	2	0	0.0	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	0	0.0
Washington	6	0	0.0	0	0.0	2	33.3	0	0.0	3	50.0	0	0.0	1	16.7
Wicomico	19	0	0.0	1	5.3	9	47.4	0	0.0	9	47.4	0	0.0	0	0.0
Worcester	4	0	0.0	0	0.0	0	0.0	0	0.0	4	100.0	0	0.0	0	0.0

\* Includes staff who were hired between October 16, 2002 and October 15, 2003.

Table 3  
 Total Certified Professional Staff at School Level  
 By Years of Experience  
 Maryland Public Schools: October 2003

Local Education Agency	Total	1-5 years		6-10 Years		11-15 Years		16-20 Years		21-25 Years		26-30 Years		More than 30 Years	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	57,734	19,439	33.7	10,621	18.4	6,823	11.8	5,443	9.4	4,658	8.1	5,207	9.0	5,543	9.6
Allegany	747	138	18.5	124	16.6	101	13.5	87	11.6	74	9.9	82	11.0	141	18.9
Anne Arundel	4,791	1,371	28.6	861	18.0	580	12.1	469	9.8	512	10.7	511	10.7	487	10.2
Baltimore City	5,917	2,596	43.9	667	11.3	446	7.5	391	6.6	334	5.6	692	11.7	791	13.4
Baltimore	7,658	3,417	44.6	1,506	19.7	841	11.0	566	7.4	351	4.6	417	5.4	560	7.3
Calvert	1,103	243	22.0	290	26.3	205	18.6	116	10.5	69	6.3	88	8.0	92	8.3
Caroline	401	119	29.7	65	16.2	58	14.5	51	12.7	46	11.5	34	8.5	28	7.0
Carroll	1,872	495	26.4	373	19.9	247	13.2	185	9.9	194	10.4	203	10.8	175	9.3
Cecil	1,103	444	40.3	179	16.2	102	9.2	100	9.1	98	8.9	111	10.1	69	6.3
Charles	1,495	540	36.1	203	13.6	188	12.6	126	8.4	159	10.6	149	10.0	130	8.7
Dorchester	335	102	30.4	31	9.3	36	10.7	29	8.7	28	8.4	64	19.1	45	13.4
Edison Schools	92	42	45.7	41	44.6	4	4.3	3	3.3	1	1.1	0	0.0	1	1.1
Frederick	2,641	619	23.4	529	20.0	437	16.5	329	12.5	257	9.7	261	9.9	209	7.9
Garrett	389	53	13.6	61	15.7	50	12.9	62	15.9	50	12.9	56	14.4	57	14.7
Harford	2,507	949	37.9	559	22.3	338	13.5	229	9.1	109	4.3	155	6.2	168	6.7
Howard	3,492	1,083	31.0	742	21.2	481	13.8	393	11.3	303	8.7	290	8.3	200	5.7
Kent	185	20	10.8	32	17.3	30	16.2	26	14.1	22	11.9	31	16.8	24	13.0
Montgomery	9,848	3,088	31.4	1,977	20.1	1,294	13.1	980	10.0	892	9.1	725	7.4	892	9.1
Prince George's	8,074	2,906	36.0	1,443	17.9	769	9.5	737	9.1	667	8.3	688	8.5	864	10.7
Queen Anne's	465	127	27.3	95	20.4	60	12.9	49	10.5	45	9.7	48	10.3	41	8.8
St. Mary's	1,065	273	25.6	195	18.3	133	12.5	119	11.2	108	10.1	129	12.1	108	10.1
Somerset	224	50	22.3	30	13.4	22	9.8	28	12.5	22	9.8	41	18.3	31	13.8
Talbot	332	110	33.1	69	20.8	34	10.2	31	9.3	31	9.3	31	9.3	26	7.8
Washington	1,367	288	21.1	254	18.6	139	10.2	148	10.8	123	9.0	213	15.6	202	14.8
Wicomico	1,074	257	23.9	185	17.2	142	13.2	130	12.1	105	9.8	125	11.6	130	12.1
Worcester	557	109	19.6	110	19.7	86	15.4	59	10.6	58	10.4	63	11.3	72	12.9

Table 3a  
 Total Certified Professional Staff at Elementary School Level  
 By Years of Experience  
 Maryland Public Schools: October 2003

Local Education Agency	Total	1-5 years		6-10 Years		11-15 Years		16-20 Years		21-25 Years		26-30 Years		More than 30 Years	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	27,575	9,723	35.3	5,044	18.3	3,416	12.4	2,845	10.3	2,095	7.6	2,180	7.9	2,272	8.2
Allegany	319	74	23.2	63	19.7	47	14.7	37	11.6	24	7.5	28	8.8	46	14.4
Anne Arundel	2,245	674	30.0	401	17.9	291	13.0	249	11.1	234	10.4	210	9.4	186	8.3
Baltimore City	2,746	1,264	46.0	317	11.5	240	8.7	194	7.1	124	4.5	283	10.3	324	11.8
Baltimore	3,509	1,551	44.2	701	20.0	422	12.0	306	8.7	159	4.5	172	4.9	198	5.6
Calvert	487	95	19.5	121	24.8	108	22.2	55	11.3	36	7.4	34	7.0	38	7.8
Caroline	195	65	33.3	27	13.8	27	13.8	27	13.8	18	9.2	18	9.2	13	6.7
Carroll	828	236	28.5	165	19.9	119	14.4	100	12.1	83	10.0	71	8.6	54	6.5
Cecil	509	201	39.5	93	18.3	51	10.0	48	9.4	34	6.7	56	11.0	26	5.1
Charles	637	248	38.9	93	14.6	81	12.7	59	9.3	61	9.6	51	8.0	44	6.9
Dorchester	160	52	32.5	13	8.1	17	10.6	21	13.1	11	6.9	28	17.5	18	11.3
Edison Schools	92	42	45.7	41	44.6	4	4.3	3	3.3	1	1.1	0	0.0	1	1.1
Frederick	1,244	330	26.5	233	18.7	203	16.3	159	12.8	113	9.1	112	9.0	94	7.6
Garrett	198	31	15.7	27	13.6	33	16.7	28	14.1	20	10.1	33	16.7	26	13.1
Harford	1,262	467	37.0	281	22.3	184	14.6	122	9.7	47	3.7	79	6.3	82	6.5
Howard	1,602	562	35.1	350	21.8	231	14.4	192	12.0	129	8.1	87	5.4	51	3.2
Kent	71	3	4.2	9	12.7	15	21.1	16	22.5	10	14.1	11	15.5	7	9.9
Montgomery	4,733	1,599	33.8	905	19.1	652	13.8	495	10.5	435	9.2	301	6.4	346	7.3
Prince George's	4,317	1,650	38.2	751	17.4	394	9.1	418	9.7	331	7.7	338	7.8	435	10.1
Queen Anne's	216	65	30.1	50	23.1	26	12.0	24	11.1	18	8.3	13	6.0	20	9.3
St. Mary's	522	136	26.1	100	19.2	68	13.0	63	12.1	52	10.0	49	9.4	54	10.3
Somerset	106	30	28.3	15	14.2	14	13.2	14	13.2	10	9.4	14	13.2	9	8.5
Talbot	163	56	34.4	34	20.9	18	11.0	18	11.0	13	8.0	11	6.7	13	8.0
Washington	629	128	20.3	105	16.7	65	10.3	92	14.6	54	8.6	91	14.5	94	14.9
Wicomico	533	121	22.7	94	17.6	68	12.8	72	13.5	53	9.9	61	11.4	64	12.0
Worcester	252	43	17.1	55	21.8	38	15.1	33	13.1	25	9.9	29	11.5	29	11.5

Table 3b

Total Certified Professional Staff at Middle and Combined School Level  
 By Years of Experience  
 Maryland Public Schools: October 2003

Local Education Agency	Total	1-5 years		6-10 Years		11-15 Years		16-20 Years		21-25 Years		26-30 Years		More than 30 Years	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	14,296	4,922	34.4	2,660	18.6	1,699	11.9	1,236	8.6	1,195	8.4	1,273	8.9	1,311	9.2
Allegany	208	41	19.7	37	17.8	24	11.5	22	10.6	21	10.1	24	11.5	39	18.8
Anne Arundel	1,244	369	29.7	216	17.4	147	11.8	128	10.3	138	11.1	124	10.0	122	9.8
Baltimore City	1,704	764	44.8	195	11.4	122	7.2	108	6.3	121	7.1	188	11.0	206	12.1
Baltimore	1,897	876	46.2	382	20.1	198	10.4	117	6.2	90	4.7	93	4.9	141	7.4
Calvert	309	73	23.6	88	28.5	45	14.6	32	10.4	16	5.2	30	9.7	25	8.1
Caroline	94	35	37.2	17	18.1	13	13.8	8	8.5	9	9.6	3	3.2	9	9.6
Carroll	472	117	24.8	101	21.4	63	13.3	33	7.0	45	9.5	60	12.7	53	11.2
Cecil	276	129	46.7	40	14.5	29	10.5	15	5.4	26	9.4	22	8.0	15	5.4
Charles	383	143	37.3	47	12.3	46	12.0	32	8.4	39	10.2	39	10.2	37	9.7
Dorchester	82	31	37.8	9	11.0	7	8.5	4	4.9	7	8.5	14	17.1	10	12.2
Edison Schools	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	679	147	21.6	163	24.0	120	17.7	74	10.9	63	9.3	67	9.9	45	6.6
Garrett	85	6	7.1	13	15.3	6	7.1	17	20.0	12	14.1	15	17.6	16	18.8
Harford	629	232	36.9	148	23.5	89	14.1	48	7.6	35	5.6	39	6.2	38	6.0
Howard	911	260	28.5	179	19.6	133	14.6	102	11.2	95	10.4	87	9.5	55	6.0
Kent	57	7	12.3	12	21.1	8	14.0	6	10.5	4	7.0	15	26.3	5	8.8
Montgomery	2,409	742	30.8	508	21.1	317	13.2	232	9.6	206	8.6	189	7.8	215	8.9
Prince George's	1,630	606	37.2	295	18.1	167	10.2	143	8.8	154	9.4	115	7.1	150	9.2
Queen Anne's	112	31	27.7	16	14.3	22	19.6	9	8.0	14	12.5	12	10.7	8	7.1
St. Mary's	252	59	23.4	37	14.7	35	13.9	31	12.3	21	8.3	40	15.9	29	11.5
Somerset	54	12	22.2	7	13.0	5	9.3	9	16.7	3	5.6	9	16.7	9	16.7
Talbot	97	38	39.2	16	16.5	9	9.3	7	7.2	11	11.3	10	10.3	6	6.2
Washington	364	100	27.5	70	19.2	41	11.3	25	6.9	27	7.4	55	15.1	46	12.6
Wicomico	212	70	33.0	34	16.0	29	13.7	22	10.4	24	11.3	14	6.6	19	9.0
Worcester	136	34	25.0	30	22.1	24	17.6	12	8.8	14	10.3	9	6.6	13	9.6

Table 3c  
 Total Certified Professional Staff at Secondary School Level  
 By Years of Experience  
 Maryland Public Schools: October 2003

Local Education Agency	Total	1-5 years		6-10 Years		11-15 Years		16-20 Years		21-25 Years		26-30 Years		More than 30 Years	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	15,863	4,794	30.2	2,917	18.4	1,708	10.8	1,362	8.6	1,368	8.6	1,754	11.1	1,960	12.4
Allegany	220	23	10.5	24	10.9	30	13.6	28	12.7	29	13.2	30	13.6	56	25.5
Anne Arundel	1,302	328	25.2	244	18.7	142	10.9	92	7.1	140	10.8	177	13.6	179	13.7
Baltimore City	1,467	568	38.7	155	10.6	84	5.7	89	6.1	89	6.1	221	15.1	261	17.8
Baltimore	2,252	990	44.0	423	18.8	221	9.8	143	6.3	102	4.5	152	6.7	221	9.8
Calvert	307	75	24.4	81	26.4	52	16.9	29	9.4	17	5.5	24	7.8	29	9.4
Caroline	112	19	17.0	21	18.8	18	16.1	16	14.3	19	17.0	13	11.6	6	5.4
Carroll	572	142	24.8	107	18.7	65	11.4	52	9.1	66	11.5	72	12.6	68	11.9
Cecil	318	114	35.8	46	14.5	22	6.9	37	11.6	38	11.9	33	10.4	28	8.8
Charles	475	149	31.4	63	13.3	61	12.8	35	7.4	59	12.4	59	12.4	49	10.3
Dorchester	93	19	20.4	9	9.7	12	12.9	4	4.3	10	10.8	22	23.7	17	18.3
Edison Schools	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	718	142	19.8	133	18.5	114	15.9	96	13.4	81	11.3	82	11.4	70	9.7
Garrett	106	16	15.1	21	19.8	11	10.4	17	16.0	18	17.0	8	7.5	15	14.2
Harford	616	250	40.6	130	21.1	65	10.6	59	9.6	27	4.4	37	6.0	48	7.8
Howard	979	261	26.7	213	21.8	117	12.0	99	10.1	79	8.1	116	11.8	94	9.6
Kent	57	10	17.5	11	19.3	7	12.3	4	7.0	8	14.0	5	8.8	12	21.1
Montgomery	2,706	747	27.6	564	20.8	325	12.0	253	9.3	251	9.3	235	8.7	331	12.2
Prince George's	2,127	650	30.6	397	18.7	208	9.8	176	8.3	182	8.6	235	11.0	279	13.1
Queen Anne's	137	31	22.6	29	21.2	12	8.8	16	11.7	13	9.5	23	16.8	13	9.5
St. Mary's	291	78	26.8	58	19.9	30	10.3	25	8.6	35	12.0	40	13.7	25	8.6
Somerset	64	8	12.5	8	12.5	3	4.7	5	7.8	9	14.1	18	28.1	13	20.3
Talbot	72	16	22.2	19	26.4	7	9.7	6	8.3	7	9.7	10	13.9	7	9.7
Washington	374	60	16.0	79	21.1	33	8.8	31	8.3	42	11.2	67	17.9	62	16.6
Wicomico	329	66	20.1	57	17.3	45	13.7	36	10.9	28	8.5	50	15.2	47	14.3
Worcester	169	32	18.9	25	14.8	24	14.2	14	8.3	19	11.2	25	14.8	30	17.8



Table 4  
 Total Certified Professional Staff at School Level  
 By Type of Certificate  
 Maryland Public Schools: October 2003

Local Education Agency	Total	Professional				Provisional			
		Total		Advanced	Standard	Total		Degree	Non-Degree
No.	%	No.	%			No.	%		
Total State	57,463	53,890	93.8	34,189	19,701	3,573	6.2	3,545	28
Allegany	747	745	99.7	586	159	2	0.3	1	1
Anne Arundel	4,791	4,734	98.8	3,221	1,513	57	1.2	56	1
Baltimore City	5,856	4,349	74.3	3,167	1,182	1,507	25.7	1,500	7
Baltimore	7,658	7,327	95.7	4,720	2,607	331	4.3	326	5
Calvert	1,103	1,091	98.9	695	396	12	1.1	12	0
Caroline	401	396	98.8	262	134	5	1.2	5	0
Carroll	1,872	1,824	97.4	1,093	731	48	2.6	43	5
Cecil	1,103	1,098	99.5	694	404	5	0.5	5	0
Charles	1,495	1,360	91.0	792	568	135	9.0	135	0
Dorchester	335	330	98.5	233	97	5	1.5	5	0
Edison Schools	92	77	83.7	14	63	15	16.3	15	0
Frederick	2,638	2,635	99.9	1,779	856	3	0.1	3	0
Garrett	389	389	100.0	314	75	0	0.0	0	0
Harford	2,507	2,482	99.0	1,520	962	25	1.0	25	0
Howard	3,486	3,409	97.8	1,891	1,518	77	2.2	77	0
Kent	185	180	97.3	151	29	5	2.7	3	2
Montgomery	9,847	9,555	97.0	5,570	3,985	292	3.0	287	5
Prince George's	7,874	6,910	87.8	4,079	2,831	964	12.2	964	0
Queen Anne's	465	444	95.5	301	143	21	4.5	21	0
St. Mary's	1,065	1,059	99.4	702	357	6	0.6	6	0
Somerset	224	218	97.3	154	64	6	2.7	6	0
Talbot	332	326	98.2	200	126	6	1.8	6	0
Washington	1,367	1,359	99.4	938	421	8	0.6	6	2
Wicomico	1,074	1,037	96.6	710	327	37	3.4	37	0
Worcester	557	556	99.8	403	153	1	0.2	1	0

NOTE: Resident teachers are not included.

Table 4a  
 Total Certified Professional Staff at Elementary School Level  
 By Type of Certificate  
 Maryland Public Schools: October 2003

Local Education Agency	Total	Professional				Provisional			
		Total		Advanced	Standard	Total		Degree	Non- Degree
No.	%	No.	%						
Total State	27,431	26,041	94.9	15,935	10,106	1,390	5.1	1,389	1
Allegany	319	319	100.0	238	81	0	0.0	0	0
Anne Arundel	2,245	2,241	99.8	1,479	762	4	0.2	4	0
Baltimore City	2,713	2,025	74.6	1,375	650	688	25.4	688	0
Baltimore	3,509	3,455	98.5	2,183	1,272	54	1.5	53	1
Calvert	487	487	100.0	325	162	0	0.0	0	0
Caroline	195	195	100.0	123	72	0	0.0	0	0
Carroll	828	821	99.2	476	345	7	0.8	7	0
Cecil	509	508	99.8	319	189	1	0.2	1	0
Charles	637	601	94.3	324	277	36	5.7	36	0
Dorchester	160	159	99.4	106	53	1	0.6	1	0
Edison Schools	92	77	83.7	14	63	15	16.3	15	0
Frederick	1,244	1,244	100.0	822	422	0	0.0	0	0
Garrett	198	198	100.0	159	39	0	0.0	0	0
Harford	1,262	1,258	99.7	793	465	4	0.3	4	0
Howard	1,602	1,574	98.3	818	756	28	1.7	28	0
Kent	71	71	100.0	64	7	0	0.0	0	0
Montgomery	4,733	4,646	98.2	2,594	2,052	87	1.8	87	0
Prince George's	4,206	3,761	89.4	2,080	1,681	445	10.6	445	0
Queen Anne's	216	214	99.1	133	81	2	0.9	2	0
St. Mary's	522	521	99.8	343	178	1	0.2	1	0
Somerset	106	103	97.2	68	35	3	2.8	3	0
Talbot	163	163	100.0	103	60	0	0.0	0	0
Washington	629	628	99.8	450	178	1	0.2	1	0
Wicomico	533	520	97.6	360	160	13	2.4	13	0
Worcester	252	252	100.0	186	66	0	0.0	0	0

NOTE: Resident teachers are not included.

Table 4b  
 Total Certified Professional Staff at Middle and Combined School Level  
 By Type of Certificate  
 Maryland Public Schools: October 2003

Local Education Agency	Total	Professional				Provisional			
		Total		Advanced	Standard	Total		Degree	Non-Degree
No.	%	No.	%			No.	%		
Total State	14,227	13,140	92.4	8,365	4,775	1,087	7.6	1,085	2
Allegany	208	208	100.0	167	41	0	0.0	0	0
Anne Arundel	1,244	1,215	97.7	819	396	29	2.3	29	0
Baltimore City	1,691	1,214	71.8	900	314	477	28.2	476	1
Baltimore	1,897	1,788	94.3	1,136	652	109	5.7	108	1
Calvert	309	304	98.4	190	114	5	1.6	5	0
Caroline	94	92	97.9	59	33	2	2.1	2	0
Carroll	472	456	96.6	282	174	16	3.4	16	0
Cecil	276	273	98.9	167	106	3	1.1	3	0
Charles	383	340	88.8	201	139	43	11.2	43	0
Dorchester	82	81	98.8	56	25	1	1.2	1	0
Edison Schools	0	0	0.0	0	0	0	0.0	0	0
Frederick	678	677	99.9	449	228	1	0.1	1	0
Garrett	85	85	100.0	75	10	0	0.0	0	0
Harford	629	620	98.6	372	248	9	1.4	9	0
Howard	908	886	97.6	521	365	22	2.4	22	0
Kent	57	57	100.0	48	9	0	0.0	0	0
Montgomery	2,409	2,327	96.6	1,348	979	82	3.4	82	0
Prince George's	1,578	1,319	83.6	800	519	259	16.4	259	0
Queen Anne's	112	106	94.6	76	30	6	5.4	6	0
St. Mary's	252	250	99.2	176	74	2	0.8	2	0
Somerset	54	51	94.4	34	17	3	5.6	3	0
Talbot	97	93	95.9	54	39	4	4.1	4	0
Washington	364	362	99.5	225	137	2	0.5	2	0
Wicomico	212	200	94.3	121	79	12	5.7	12	0
Worcester	136	136	100.0	89	47	0	0.0	0	0

NOTE: Resident teachers are not included.

Table 4c  
 Total Certified Professional Staff at Secondary School Level  
 By Type of Certificate  
 Maryland Public Schools: October 2003

Local Education Agency	Total	Professional				Provisional			
		Total		Advanced	Standard	Total		Degree	Non-Degree
No.	%	No.	%			No.	%		
Total State	15,805	14,709	93.1	9,889	4,820	1,096	6.9	1,071	25
Allegany	220	218	99.1	181	37	2	0.9	1	1
Anne Arundel	1,302	1,278	98.2	923	355	24	1.8	23	1
Baltimore City	1,452	1,110	76.4	892	218	342	23.6	336	6
Baltimore	2,252	2,084	92.5	1,401	683	168	7.5	165	3
Calvert	307	300	97.7	180	120	7	2.3	7	0
Caroline	112	109	97.3	80	29	3	2.7	3	0
Carroll	572	547	95.6	335	212	25	4.4	20	5
Cecil	318	317	99.7	208	109	1	0.3	1	0
Charles	475	419	88.2	267	152	56	11.8	56	0
Dorchester	93	90	96.8	71	19	3	3.2	3	0
Edison Schools	0	0	0.0	0	0	0	0.0	0	0
Frederick	716	714	99.7	508	206	2	0.3	2	0
Garrett	106	106	100.0	80	26	0	0.0	0	0
Harford	616	604	98.1	355	249	12	1.9	12	0
Howard	976	949	97.2	552	397	27	2.8	27	0
Kent	57	52	91.2	39	13	5	8.8	3	2
Montgomery	2,705	2,582	95.5	1,628	954	123	4.5	118	5
Prince George's	2,090	1,830	87.6	1,199	631	260	12.4	260	0
Queen Anne's	137	124	90.5	92	32	13	9.5	13	0
St. Mary's	291	288	99.0	183	105	3	1.0	3	0
Somerset	64	64	100.0	52	12	0	0.0	0	0
Talbot	72	70	97.2	43	27	2	2.8	2	0
Washington	374	369	98.7	263	106	5	1.3	3	2
Wicomico	329	317	96.4	229	88	12	3.6	12	0
Worcester	169	168	99.4	128	40	1	0.6	1	0

NOTE: Resident teachers are not included.

Table 5  
 Total New Certified Professional Staff\* at School Level  
 By Type of Certificate  
 Maryland Public Schools: October 2003

Local Education Agency	Total	Professional				Provisional			
		Total		Advanced	Standard	Total		Degree	Non- Degree
		No.	%			No.	%		
Total State	1,477	1,437	97.3	91	1,346	40	2.7	38	2
Allegany	12	12	100.0	0	12	0	0.0	0	0
Anne Arundel	143	139	97.2	0	139	4	2.8	4	0
Baltimore City	88	83	94.3	0	83	5	5.7	5	0
Baltimore	321	309	96.3	57	252	12	3.7	11	1
Calvert	33	33	100.0	1	32	0	0.0	0	0
Caroline	21	21	100.0	0	21	0	0.0	0	0
Carroll	6	5	83.3	1	4	1	16.7	1	0
Cecil	49	49	100.0	1	48	0	0.0	0	0
Charles	54	52	96.3	0	52	2	3.7	2	0
Dorchester	6	6	100.0	0	6	0	0.0	0	0
Edison Schools	8	8	100.0	1	7	0	0.0	0	0
Frederick	85	84	98.8	0	84	1	1.2	1	0
Garrett	7	7	100.0	0	7	0	0.0	0	0
Harford	57	57	100.0	0	57	0	0.0	0	0
Howard	107	105	98.1	0	105	2	1.9	2	0
Kent	3	3	100.0	0	3	0	0.0	0	0
Montgomery	238	232	97.5	0	232	6	2.5	6	0
Prince George's	70	68	97.1	19	49	2	2.9	2	0
Queen Anne's	14	14	100.0	1	13	0	0.0	0	0
St. Mary's	42	42	100.0	0	42	0	0.0	0	0
Somerset	3	3	100.0	0	3	0	0.0	0	0
Talbot	12	12	100.0	0	12	0	0.0	0	0
Washington	29	28	96.6	0	28	1	3.4	0	1
Wicomico	53	49	92.5	10	39	4	7.5	4	0
Worcester	16	16	100.0	0	16	0	0.0	0	0

\* Includes staff who were hired between October 16, 2001 and October 15, 2002.

NOTE: Resident teachers are not included.

Table 5a  
 Total New Certified Professional Staff\* at Elementary School Level  
 By Type of Certificate  
 Maryland Public Schools: October 2003

Local Education Agency	Total	Professional				Provisional			
		Total		Advanced	Standard	Total		Degree	Non-Degree
		No.	%			No.	%		
Total State	800	787	98.4	44	743	13	1.6	12	1
Allegany	6	6	100.0	0	6	0	0.0	0	0
Anne Arundel	67	67	100.0	0	67	0	0.0	0	0
Baltimore City	50	46	92.0	0	46	4	8.0	4	0
Baltimore	178	173	97.2	26	147	5	2.8	4	1
Calvert	16	16	100.0	0	16	0	0.0	0	0
Caroline	12	12	100.0	0	12	0	0.0	0	0
Carroll	5	5	100.0	1	4	0	0.0	0	0
Cecil	23	23	100.0	0	23	0	0.0	0	0
Charles	28	28	100.0	0	28	0	0.0	0	0
Dorchester	4	4	100.0	0	4	0	0.0	0	0
Edison Schools	8	8	100.0	1	7	0	0.0	0	0
Frederick	44	44	100.0	0	44	0	0.0	0	0
Garrett	3	3	100.0	0	3	0	0.0	0	0
Harford	37	37	100.0	0	37	0	0.0	0	0
Howard	51	51	100.0	0	51	0	0.0	0	0
Kent	1	1	100.0	0	1	0	0.0	0	0
Montgomery	139	137	98.6	0	137	2	1.4	2	0
Prince George's	44	43	97.7	12	31	1	2.3	1	0
Queen Anne's	11	11	100.0	1	10	0	0.0	0	0
St. Mary's	20	20	100.0	0	20	0	0.0	0	0
Somerset	1	1	100.0	0	1	0	0.0	0	0
Talbot	5	5	100.0	0	5	0	0.0	0	0
Washington	14	14	100.0	0	14	0	0.0	0	0
Wicomico	27	26	96.3	3	23	1	3.7	1	0
Worcester	6	6	100.0	0	6	0	0.0	0	0

\* Includes staff who were hired between October 16, 2002 and October 15, 2003.

NOTE: Resident teachers are not included.

Table 5b  
 Total New Certified Professional Staff\* at Middle and Combined School Level  
 By Type of Certificate  
 Maryland Public Schools: October 2003

Local Education Agency	Total	Professional				Provisional			
		Total		Advanced	Standard	Total		Degree	Non- Degree
		No.	%			No.	%		
Total State	353	343	97.2	25	318	10	2.8	10	0
Allegany	5	5	100.0	0	5	0	0.0	0	0
Anne Arundel	44	43	97.7	0	43	1	2.3	1	0
Baltimore City	23	22	95.7	0	22	1	4.3	1	0
Baltimore	76	74	97.4	18	56	2	2.6	2	0
Calvert	10	10	100.0	1	9	0	0.0	0	0
Caroline	8	8	100.0	0	8	0	0.0	0	0
Carroll	0	0	0.0	0	0	0	0.0	0	0
Cecil	12	12	100.0	1	11	0	0.0	0	0
Charles	16	15	93.8	0	15	1	6.3	1	0
Dorchester	1	1	100.0	0	1	0	0.0	0	0
Edison Schools	0	0	0.0	0	0	0	0.0	0	0
Frederick	23	22	95.7	0	22	1	4.3	1	0
Garrett	2	2	100.0	0	2	0	0.0	0	0
Harford	9	9	100.0	0	9	0	0.0	0	0
Howard	28	27	96.4	0	27	1	3.6	1	0
Kent	0	0	0.0	0	0	0	0.0	0	0
Montgomery	45	44	97.8	0	44	1	2.2	1	0
Prince George's	9	8	88.9	2	6	1	11.1	1	0
Queen Anne's	2	2	100.0	0	2	0	0.0	0	0
St. Mary's	11	11	100.0	0	11	0	0.0	0	0
Somerset	2	2	100.0	0	2	0	0.0	0	0
Talbot	5	5	100.0	0	5	0	0.0	0	0
Washington	9	9	100.0	0	9	0	0.0	0	0
Wicomico	7	6	85.7	3	3	1	14.3	1	0
Worcester	6	6	100.0	0	6	0	0.0	0	0

\* Includes staff who were hired between October 16, 2002 and October 15, 2003.

NOTE: Resident teachers are not included.

Table 5c  
 Total New Certified Professional Staff\* at Secondary School Level  
 By Type of Certificate  
 Maryland Public Schools: October 2003

Local Education Agency	Total	Professional				Provisional			
		Total		Advanced	Standard	Total		Degree	Non- Degree
		No.	%			No.	%		
Total State	324	307	94.8	22	285	17	5.2	16	1
Allegany	1	1	100.0	0	1	0	0.0	0	0
Anne Arundel	32	29	90.6	0	29	3	9.4	3	0
Baltimore City	15	15	100.0	0	15	0	0.0	0	0
Baltimore	67	62	92.5	13	49	5	7.5	5	0
Calvert	7	7	100.0	0	7	0	0.0	0	0
Caroline	1	1	100.0	0	1	0	0.0	0	0
Carroll	1	0	0.0	0	0	1	100.0	1	0
Cecil	14	14	100.0	0	14	0	0.0	0	0
Charles	10	9	90.0	0	9	1	10.0	1	0
Dorchester	1	1	100.0	0	1	0	0.0	0	0
Edison Schools	0	0	0.0	0	0	0	0.0	0	0
Frederick	18	18	100.0	0	18	0	0.0	0	0
Garrett	2	2	100.0	0	2	0	0.0	0	0
Harford	11	11	100.0	0	11	0	0.0	0	0
Howard	28	27	96.4	0	27	1	3.6	1	0
Kent	2	2	100.0	0	2	0	0.0	0	0
Montgomery	54	51	94.4	0	51	3	5.6	3	0
Prince George's	17	17	100.0	5	12	0	0.0	0	0
Queen Anne's	1	1	100.0	0	1	0	0.0	0	0
St. Mary's	11	11	100.0	0	11	0	0.0	0	0
Somerset	0	0	0.0	0	0	0	0.0	0	0
Talbot	2	2	100.0	0	2	0	0.0	0	0
Washington	6	5	83.3	0	5	1	16.7	0	1
Wicomico	19	17	89.5	4	13	2	10.5	2	0
Worcester	4	4	100.0	0	4	0	0.0	0	0

\* Includes staff who were hired between October 16, 2002 and October 15, 2003.

NOTE: Resident teachers are not included.