



# Professional Staff by Type of Degree and Years of Experience Maryland Public Schools October 2007



Maryland State Department of Education  
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**Professional Staff by Type of Degree and Years of Experience  
Maryland Public Schools  
October 2007**

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## Introduction

This report presents information on the types of degrees and years of experience of central office and school-level professional personnel in Maryland local education agencies (LEAs) as of October 15, 2007. This report replaces the "*Characteristics of Professional Staff*" report which only included selected certified staff. These data were submitted by LEAs on the Annual Staff Report which includes all employees 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, August 2007*. 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 2007**

| 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 |            | High School or Fewer Than 2 Years College |            |
|------------------------|---------------|--------------|------------|-------------------------------|-------------|-----------------|-------------|---------------------------------|-------------|-------------------|-------------|---------------------|------------|---|------------|
|                        |               | Number       | Percent    | Number                        | Percent     | Number          | Percent     | Number                          | Percent     | Number            | Percent     | Number              | Percent    | Number                                    | Percent    |
| <b>Total State</b>     | <b>78,799</b> | <b>1,326</b> | <b>1.7</b> | <b>13,564</b>                 | <b>17.2</b> | <b>26,021</b>   | <b>33.0</b> | <b>13,331</b>                   | <b>16.9</b> | <b>22,819</b>     | <b>29.0</b> | <b>489</b>          | <b>0.6</b> | <b>1,249</b>                              | <b>1.6</b> |
| Allegany               | 914           | 7            | 0.8        | 75                            | 8.2         | 490             | 53.6        | 161                             | 17.6        | 163               | 17.8        | 4                   | 0.4        | 14  | 1.5        |
| Anne Arundel           | 6,582         | 78           | 1.2        | 686                           | 10.4        | 2,559           | 38.9        | 1,249                           | 19.0        | 1,854             | 28.2        | 26                  | 0.4        | 130                                       | 2.0        |
| Baltimore City         | 8,435         | 182          | 2.2        | 1,368                         | 16.2        | 2,252           | 26.7        | 1,419                           | 16.8        | 2,995             | 35.5        | 44                  | 0.5        | 175                                       | 2.1        |
| Baltimore              | 9,645         | 181          | 1.9        | 3,075                         | 31.9        | 3,281           | 34.0        | 442                             | 4.6         | 2,604             | 27.0        | 21                  | 0.2        | 41  | 0.4        |
| Calvert                | 1,452         | 26           | 1.8        | 52                            | 3.6         | 670             | 46.1        | 0                               | 0.0         | 651               | 44.8        | 22                  | 1.5        | 31  | 2.1        |
| Caroline               | 510           | 10           | 2.0        | 36                            | 7.1         | 210             | 41.2        | 86                              | 16.9        | 155               | 30.4        | 9                   | 1.8        | 4   | 0.8        |
| Carroll                | 2,529         | 27           | 1.1        | 447                           | 17.7        | 727             | 28.7        | 564                             | 22.3        | 695               | 27.5        | 31                  | 1.2        | 38  | 1.5        |
| Cecil                  | 1,528         | 11           | 0.7        | 39                            | 2.6         | 424             | 27.7        | 166                             | 10.9        | 851               | 55.7        | 32                  | 2.1        | 5   | 0.3        |
| Charles                | 2,273         | 25           | 1.1        | 126                           | 5.5         | 937             | 41.2        | 366                             | 16.1        | 798               | 35.1        | 9                   | 0.4        | 12  | 0.5        |
| Dorchester             | 459           | 4            | 0.9        | 29                            | 6.3         | 145             | 31.6        | 34                              | 7.4         | 236               | 51.4        | 1                   | 0.2        | 10  | 2.2        |
| Frederick              | 3,405         | 37           | 1.1        | 862                           | 25.3        | 826             | 24.3        | 695                             | 20.4        | 942               | 27.7        | 16                  | 0.5        | 27  | 0.8        |
| Garrett                | 440           | 4            | 0.9        | 38                            | 8.6         | 218             | 49.5        | 104                             | 23.6        | 65                | 14.8        | 5                   | 1.1        | 6   | 1.4        |
| Harford                | 3,524         | 24           | 0.7        | 277                           | 7.9         | 1,806           | 51.2        | 114                             | 3.2         | 1,241             | 35.2        | 36                  | 1.0        | 26  | 0.7        |
| Howard                 | 5,080         | 82           | 1.6        | 534                           | 10.5        | 2,468           | 48.6        | 830                             | 16.3        | 1,082             | 21.3        | 24                  | 0.5        | 60  | 1.2        |
| Kent                   | 228           | 6            | 2.6        | 34                            | 14.9        | 87              | 38.2        | 45                              | 19.7        | 53                | 23.2        | 1                   | 0.4        | 2   | 0.9        |
| Montgomery             | 13,384        | 217          | 1.6        | 3,714                         | 27.7        | 2,586           | 19.3        | 4,324                           | 32.3        | 2,068             | 15.5        | 41                  | 0.3        | 434                                       | 3.2        |
| Prince George's        | 11,560        | 341          | 2.9        | 1,751                         | 15.1        | 3,842           | 33.2        | 1,837                           | 15.9        | 3,554             | 30.7        | 121                 | 1.0        | 114                                       | 1.0        |
| Queen Anne's           | 672           | 9            | 1.3        | 20                            | 3.0         | 282             | 42.0        | 98                              | 14.6        | 248               | 36.9        | 5                   | 0.7        | 10  | 1.5        |
| St. Mary's             | 1,389         | 12           | 0.9        | 3                             | 0.2         | 605             | 43.6        | 3                               | 0.2         | 731               | 52.6        | 17                  | 1.2        | 18  | 1.3        |
| Somerset               | 317           | 2            | 0.6        | 8                             | 2.5         | 89              | 28.1        | 50                              | 15.8        | 157               | 49.5        | 3                   | 0.9        | 8   | 2.5        |
| Talbot                 | 409           | 5            | 1.2        | 61                            | 14.9        | 158             | 38.6        | 26                              | 6.4         | 140               | 34.2        | 4                   | 1.0        | 15  | 3.7        |
| Washington             | 1,905         | 16           | 0.8        | 59                            | 3.1         | 787             | 41.3        | 413                             | 21.7        | 608               | 31.9        | 5                   | 0.3        | 17  | 0.9        |
| Wicomico               | 1,383         | 10           | 0.7        | 176                           | 12.7        | 272             | 19.7        | 214                             | 15.5        | 673               | 48.7        | 6                   | 0.4        | 32  | 2.3        |
| Worcester              | 776           | 10           | 1.3        | 94                            | 12.1        | 300             | 38.7        | 91                              | 11.7        | 255               | 32.9        | 6                   | 0.8        | 20  | 2.6        |

\* Includes all positions reported in the following tables, as well as staff developers/teacher trainers, other instructional professionals, and health professionals.

**Table 2**  
**Number and Percent of Selected Professional Staff\* by Type of Degree**  
**Maryland Public Schools: October 2007**

| 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 |            | High School or Fewer Than 2 Years College |            |
|------------------------|--------------|------------|------------|-------------------------------|-------------|-----------------|-------------|---------------------------------|------------|-------------------|-------------|---------------------|------------|---|------------|
|                        |              | Number     | Percent    | Number                        | Percent     | Number          | Percent     | Number                          | Percent    | Number            | Percent     | Number              | Percent    | Number                                    | Percent    |
| <b>Total State</b>     | <b>2,708</b> | <b>232</b> | <b>8.6</b> | <b>783</b>                    | <b>28.9</b> | <b>1,075</b>    | <b>39.7</b> | <b>177</b>                      | <b>6.5</b> | <b>330</b>        | <b>12.2</b> | <b>33</b>           | <b>1.2</b> | <b>78</b>                                 | <b>2.9</b> |
| Allegany               | 41           | 1          | 2.4        | 10                            | 24.4        | 18              | 43.9        | 3                               | 7.3        | 5                 | 12.2        | 1                   | 2.4        | 3   | 7.3        |
| Anne Arundel           | 155          | 13         | 8.4        | 21                            | 13.5        | 83              | 53.5        | 5                               | 3.2        | 21                | 13.5        | 3                   | 1.9        | 9   | 5.8        |
| Baltimore City         | 504          | 30         | 6.0        | 201                           | 39.9        | 185             | 36.7        | 34                              | 6.7        | 42                | 8.3         | 4                   | 0.8        | 8   | 1.6        |
| Baltimore              | 259          | 27         | 10.4       | 92                            | 35.5        | 78              | 30.1        | 11                              | 4.2        | 51                | 19.7        | 0                   | 0.0        | 0   | 0.0        |
| Calvert                | 60           | 7          | 11.7       | 3                             | 5.0         | 41              | 68.3        | 0                               | 0.0        | 7                 | 11.7        | 1                   | 1.7        | 1   | 1.7        |
| Caroline               | 25           | 5          | 20.0       | 3                             | 12.0        | 10              | 40.0        | 3                               | 12.0       | 4                 | 16.0        | 0                   | 0.0        | 0   | 0.0        |
| Carroll                | 88           | 11         | 12.5       | 38                            | 43.2        | 24              | 27.3        | 4                               | 4.5        | 8                 | 9.1         | 1                   | 1.1        | 2   | 2.3        |
| Cecil                  | 53           | 6          | 11.3       | 12                            | 22.6        | 17              | 32.1        | 5                               | 9.4        | 10                | 18.9        | 3                   | 5.7        | 0   | 0.0        |
| Charles                | 71           | 1          | 1.4        | 14                            | 19.7        | 43              | 60.6        | 5                               | 7.0        | 7                 | 9.9         | 1                   | 1.4        | 0   | 0.0        |
| Dorchester             | 17           | 3          | 17.6       | 5                             | 29.4        | 6               | 35.3        | 0                               | 0.0        | 3                 | 17.6        | 0                   | 0.0        | 0   | 0.0        |
| Frederick              | 114          | 5          | 4.4        | 33                            | 28.9        | 44              | 38.6        | 2                               | 1.8        | 13                | 11.4        | 4                   | 3.5        | 13  | 11.4       |
| Garrett                | 22           | 2          | 9.1        | 6                             | 27.3        | 11              | 50.0        | 0                               | 0.0        | 2                 | 9.1         | 1                   | 4.5        | 0   | 0.0        |
| Harford                | 119          | 8          | 6.7        | 25                            | 21.0        | 60              | 50.4        | 0                               | 0.0        | 25                | 21.0        | 0                   | 0.0        | 1   | 0.8        |
| Howard                 | 166          | 13         | 7.8        | 46                            | 27.7        | 65              | 39.2        | 11                              | 6.6        | 20                | 12.0        | 0                   | 0.0        | 11  | 6.6        |
| Kent                   | 12           | 3          | 25.0       | 4                             | 33.3        | 5               | 41.7        | 0                               | 0.0        | 0                 | 0.0         | 0                   | 0.0        | 0   | 0.0        |
| Montgomery             | 332          | 34         | 10.2       | 141                           | 42.5        | 76              | 22.9        | 48                              | 14.5       | 30                | 9.0         | 0                   | 0.0        | 3   | 0.9        |
| Prince George's        | 346          | 37         | 10.7       | 84                            | 24.3        | 163             | 47.1        | 30                              | 8.7        | 20                | 5.8         | 8                   | 2.3        | 4   | 1.2        |
| Queen Anne's           | 28           | 3          | 10.7       | 3                             | 10.7        | 10              | 35.7        | 3                               | 10.7       | 7                 | 25.0        | 1                   | 3.6        | 1   | 3.6        |
| St. Mary's             | 62           | 7          | 11.3       | 0                             | 0.0         | 42              | 67.7        | 0                               | 0.0        | 8                 | 12.9        | 2                   | 3.2        | 3   | 4.8        |
| Somerset               | 16           | 1          | 6.3        | 0                             | 0.0         | 11              | 68.8        | 2                               | 12.5       | 2                 | 12.5        | 0                   | 0.0        | 0   | 0.0        |
| Talbot                 | 51           | 2          | 3.9        | 7                             | 13.7        | 14              | 27.5        | 2                               | 3.9        | 12                | 23.5        | 2                   | 3.9        | 12  | 23.5       |
| Washington             | 80           | 7          | 8.8        | 5                             | 6.3         | 48              | 60.0        | 2                               | 2.5        | 12                | 15.0        | 1                   | 1.3        | 5   | 6.3        |
| Wicomico               | 62           | 4          | 6.5        | 23                            | 37.1        | 10              | 16.1        | 5                               | 8.1        | 18                | 29.0        | 0                   | 0.0        | 2   | 3.2        |
| Worcester              | 25           | 2          | 8.0        | 7                             | 28.0        | 11              | 44.0        | 2                               | 8.0        | 3                 | 12.0        | 0                   | 0.0        | 0   | 0.0        |

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

**Table 2a**  
**Number and Percent of Central Office Staff - Superintendents, Deputy Superintendents,**  
**Associate/Assistant Superintendents by Type of Degree**  
**Maryland Public Schools: October 2007**

| 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 |            | High School or Fewer Than 2 Years College |            |
|------------------------|------------|-----------|-------------|-------------------------------|-------------|-----------------|-------------|---------------------------------|------------|-------------------|------------|---------------------|------------|---|------------|
|                        |            | Number    | Percent     | Number                        | Percent     | Number          | Percent     | Number                          | Percent    | Number            | Percent    | Number              | Percent    | Number                                    | Percent    |
| <b>Total State</b>     | <b>145</b> | <b>46</b> | <b>31.7</b> | <b>41</b>                     | <b>28.3</b> | <b>43</b>       | <b>29.7</b> | <b>1</b>                        | <b>0.7</b> | <b>12</b>         | <b>8.3</b> | <b>2</b>            | <b>1.4</b> | <b>0</b>                                  | <b>0.0</b> |
| Allegany               | 3          | 1         | 33.3        | 2                             | 66.7        | 0               | 0.0         | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Anne Arundel           | 6          | 1         | 16.7        | 0                             | 0.0         | 5               | 83.3        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Baltimore City         | 21         | 7         | 33.3        | 5                             | 23.8        | 6               | 28.6        | 0                               | 0.0        | 2                 | 9.5        | 1                   | 4.8        | 0   | 0.0        |
| Baltimore              | 23         | 5         | 21.7        | 8                             | 34.8        | 6               | 26.1        | 1                               | 4.3        | 3                 | 13.0       | 0                   | 0.0        | 0   | 0.0        |
| Calvert                | 2          | 1         | 50.0        | 0                             | 0.0         | 1               | 50.0        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Caroline               | 2          | 1         | 50.0        | 0                             | 0.0         | 1               | 50.0        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Carroll                | 3          | 1         | 33.3        | 2                             | 66.7        | 0               | 0.0         | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Cecil                  | 3          | 2         | 66.7        | 1                             | 33.3        | 0               | 0.0         | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Charles                | 5          | 0         | 0.0         | 1                             | 20.0        | 4               | 80.0        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Dorchester             | 3          | 1         | 33.3        | 1                             | 33.3        | 1               | 33.3        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Frederick              | 9          | 2         | 22.2        | 2                             | 22.2        | 3               | 33.3        | 0                               | 0.0        | 2                 | 22.2       | 0                   | 0.0        | 0   | 0.0        |
| Garrett                | 1          | 1         | 100.0       | 0                             | 0.0         | 0               | 0.0         | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Harford                | 5          | 1         | 20.0        | 1                             | 20.0        | 2               | 40.0        | 0                               | 0.0        | 1                 | 20.0       | 0                   | 0.0        | 0   | 0.0        |
| Howard                 | 6          | 1         | 16.7        | 3                             | 50.0        | 1               | 16.7        | 0                               | 0.0        | 1                 | 16.7       | 0                   | 0.0        | 0   | 0.0        |
| Kent                   | 3          | 0         | 0.0         | 3                             | 100.0       | 0               | 0.0         | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Montgomery             | 16         | 6         | 37.5        | 8                             | 50.0        | 1               | 6.3         | 0                               | 0.0        | 1                 | 6.3        | 0                   | 0.0        | 0   | 0.0        |
| Prince George's        | 15         | 6         | 40.0        | 3                             | 20.0        | 5               | 33.3        | 0                               | 0.0        | 1                 | 6.7        | 0                   | 0.0        | 0   | 0.0        |
| Queen Anne's           | 2          | 2         | 100.0       | 0                             | 0.0         | 0               | 0.0         | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| St. Mary's             | 3          | 1         | 33.3        | 0                             | 0.0         | 1               | 33.3        | 0                               | 0.0        | 0                 | 0.0        | 1                   | 33.3       | 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         | 0               | 0.0         | 0                               | 0.0        | 1                 | 33.3       | 0                   | 0.0        | 0   | 0.0        |
| Washington             | 4          | 1         | 25.0        | 0                             | 0.0         | 3               | 75.0        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Wicomico               | 2          | 0         | 0.0         | 0                             | 0.0         | 2               | 100.0       | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Worcester              | 3          | 2         | 66.7        | 1                             | 33.3        | 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 2007**

| 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 |            | High School or Fewer Than 2 Years College |            |
|------------------------|--------------|------------|------------|-------------------------------|-------------|-----------------|-------------|---------------------------------|------------|-------------------|-------------|---------------------|------------|---|------------|
|                        |              | Number     | Percent    | Number                        | Percent     | Number          | Percent     | Number                          | Percent    | Number            | Percent     | Number              | Percent    | Number                                    | Percent    |
| <b>Total State</b>     | <b>1,881</b> | <b>161</b> | <b>8.6</b> | <b>459</b>                    | <b>24.4</b> | <b>702</b>      | <b>37.3</b> | <b>158</b>                      | <b>8.4</b> | <b>297</b>        | <b>15.8</b> | <b>27</b>           | <b>1.4</b> | <b>77</b>                                 | <b>4.1</b> |
| Allegany               | 32           | 0          | 0.0        | 5                             | 15.6        | 15              | 46.9        | 3                               | 9.4        | 5                 | 15.6        | 1                   | 3.1        | 3   | 9.4        |
| Anne Arundel           | 108          | 12         | 11.1       | 10                            | 9.3         | 50              | 46.3        | 3                               | 2.8        | 21                | 19.4        | 3                   | 2.8        | 9   | 8.3        |
| Baltimore City         | 276          | 17         | 6.2        | 110                           | 39.9        | 75              | 27.2        | 32                              | 11.6       | 31                | 11.2        | 3                   | 1.1        | 8   | 2.9        |
| Baltimore              | 139          | 13         | 9.4        | 39                            | 28.1        | 34              | 24.5        | 8                               | 5.8        | 45                | 32.4        | 0                   | 0.0        | 0   | 0.0        |
| Calvert                | 52           | 6          | 11.5       | 2                             | 3.8         | 35              | 67.3        | 0                               | 0.0        | 7                 | 13.5        | 1                   | 1.9        | 1   | 1.9        |
| Caroline               | 21           | 4          | 19.0       | 2                             | 9.5         | 8               | 38.1        | 3                               | 14.3       | 4                 | 19.0        | 0                   | 0.0        | 0   | 0.0        |
| Carroll                | 76           | 10         | 13.2       | 30                            | 39.5        | 21              | 27.6        | 4                               | 5.3        | 8                 | 10.5        | 1                   | 1.3        | 2   | 2.6        |
| Cecil                  | 45           | 4          | 8.9        | 10                            | 22.2        | 16              | 35.6        | 3                               | 6.7        | 9                 | 20.0        | 3                   | 6.7        | 0   | 0.0        |
| Charles                | 44           | 0          | 0.0        | 10                            | 22.7        | 24              | 54.5        | 2                               | 4.5        | 7                 | 15.9        | 1                   | 2.3        | 0   | 0.0        |
| Dorchester             | 11           | 1          | 9.1        | 4                             | 36.4        | 3               | 27.3        | 0                               | 0.0        | 3                 | 27.3        | 0                   | 0.0        | 0   | 0.0        |
| Frederick              | 76           | 3          | 3.9        | 12                            | 15.8        | 33              | 43.4        | 1                               | 1.3        | 10                | 13.2        | 4                   | 5.3        | 13  | 17.1       |
| Garrett                | 18           | 1          | 5.6        | 4                             | 22.2        | 10              | 55.6        | 0                               | 0.0        | 2                 | 11.1        | 1                   | 5.6        | 0   | 0.0        |
| Harford                | 105          | 6          | 5.7        | 21                            | 20.0        | 53              | 50.5        | 0                               | 0.0        | 24                | 22.9        | 0                   | 0.0        | 1   | 1.0        |
| Howard                 | 140          | 12         | 8.6        | 34                            | 24.3        | 53              | 37.9        | 11                              | 7.9        | 19                | 13.6        | 0                   | 0.0        | 11  | 7.9        |
| Kent                   | 9            | 3          | 33.3       | 1                             | 11.1        | 5               | 55.6        | 0                               | 0.0        | 0                 | 0.0         | 0                   | 0.0        | 0   | 0.0        |
| Montgomery             | 252          | 26         | 10.3       | 81                            | 32.1        | 68              | 27.0        | 45                              | 17.9       | 29                | 11.5        | 0                   | 0.0        | 3   | 1.2        |
| Prince George's        | 221          | 27         | 12.2       | 44                            | 19.9        | 94              | 42.5        | 30                              | 13.6       | 18                | 8.1         | 5                   | 2.3        | 3   | 1.4        |
| Queen Anne's           | 21           | 1          | 4.8        | 3                             | 14.3        | 8               | 38.1        | 2                               | 9.5        | 5                 | 23.8        | 1                   | 4.8        | 1   | 4.8        |
| St. Mary's             | 51           | 5          | 9.8        | 0                             | 0.0         | 34              | 66.7        | 0                               | 0.0        | 8                 | 15.7        | 1                   | 2.0        | 3   | 5.9        |
| Somerset               | 12           | 0          | 0.0        | 0                             | 0.0         | 8               | 66.7        | 2                               | 16.7       | 2                 | 16.7        | 0                   | 0.0        | 0   | 0.0        |
| Talbot                 | 36           | 0          | 0.0        | 6                             | 16.7        | 7               | 19.4        | 1                               | 2.8        | 9                 | 25.0        | 1                   | 2.8        | 12  | 33.3       |
| Washington             | 66           | 6          | 9.1        | 5                             | 7.6         | 35              | 53.0        | 2                               | 3.0        | 12                | 18.2        | 1                   | 1.5        | 5   | 7.6        |
| Wicomico               | 51           | 4          | 7.8        | 20                            | 39.2        | 5               | 9.8         | 4                               | 7.8        | 16                | 31.4        | 0                   | 0.0        | 2   | 3.9        |
| Worcester              | 19           | 0          | 0.0        | 6                             | 31.6        | 8               | 42.1        | 2                               | 10.5       | 3                 | 15.8        | 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 2007**

| 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 |            | High School or Fewer Than 2 Years College |            |
|------------------------|------------|-----------|------------|-------------------------------|-------------|-----------------|-------------|---------------------------------|------------|-------------------|------------|---------------------|------------|---|------------|
|                        |            | Number    | Percent    | Number                        | Percent     | Number          | Percent     | Number                          | Percent    | Number            | Percent    | Number              | Percent    | Number                                    | Percent    |
| <b>Total State</b>     | <b>682</b> | <b>25</b> | <b>3.7</b> | <b>283</b>                    | <b>41.5</b> | <b>330</b>      | <b>48.4</b> | <b>18</b>                       | <b>2.6</b> | <b>21</b>         | <b>3.1</b> | <b>4</b>            | <b>0.6</b> | <b>1</b>                                  | <b>0.1</b> |
| Allegany               | 6          | 0         | 0.0        | 3                             | 50.0        | 3               | 50.0        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Anne Arundel           | 41         | 0         | 0.0        | 11                            | 26.8        | 28              | 68.3        | 2                               | 4.9        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Baltimore City         | 207        | 6         | 2.9        | 86                            | 41.5        | 104             | 50.2        | 2                               | 1.0        | 9                 | 4.3        | 0                   | 0.0        | 0   | 0.0        |
| Baltimore              | 97         | 9         | 9.3        | 45                            | 46.4        | 38              | 39.2        | 2                               | 2.1        | 3                 | 3.1        | 0                   | 0.0        | 0   | 0.0        |
| Calvert                | 6          | 0         | 0.0        | 1                             | 16.7        | 5               | 83.3        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Caroline               | 2          | 0         | 0.0        | 1                             | 50.0        | 1               | 50.0        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Carroll                | 9          | 0         | 0.0        | 6                             | 66.7        | 3               | 33.3        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Cecil                  | 5          | 0         | 0.0        | 1                             | 20.0        | 1               | 20.0        | 2                               | 40.0       | 1                 | 20.0       | 0                   | 0.0        | 0   | 0.0        |
| Charles                | 22         | 1         | 4.5        | 3                             | 13.6        | 15              | 68.2        | 3                               | 13.6       | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Dorchester             | 3          | 1         | 33.3       | 0                             | 0.0         | 2               | 66.7        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Frederick              | 29         | 0         | 0.0        | 19                            | 65.5        | 8               | 27.6        | 1                               | 3.4        | 1                 | 3.4        | 0                   | 0.0        | 0   | 0.0        |
| Garrett                | 3          | 0         | 0.0        | 2                             | 66.7        | 1               | 33.3        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Harford                | 9          | 1         | 11.1       | 3                             | 33.3        | 5               | 55.6        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Howard                 | 20         | 0         | 0.0        | 9                             | 45.0        | 11              | 55.0        | 0                               | 0.0        | 0                 | 0.0        | 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             | 64         | 2         | 3.1        | 52                            | 81.3        | 7               | 10.9        | 3                               | 4.7        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Prince George's        | 110        | 4         | 3.6        | 37                            | 33.6        | 64              | 58.2        | 0                               | 0.0        | 1                 | 0.9        | 3                   | 2.7        | 1   | 0.9        |
| Queen Anne's           | 5          | 0         | 0.0        | 0                             | 0.0         | 2               | 40.0        | 1                               | 20.0       | 2                 | 40.0       | 0                   | 0.0        | 0   | 0.0        |
| St. Mary's             | 8          | 1         | 12.5       | 0                             | 0.0         | 7               | 87.5        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Somerset               | 2          | 0         | 0.0        | 0                             | 0.0         | 2               | 100.0       | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Talbot                 | 12         | 0         | 0.0        | 1                             | 8.3         | 7               | 58.3        | 1                               | 8.3        | 2                 | 16.7       | 1                   | 8.3        | 0   | 0.0        |
| Washington             | 10         | 0         | 0.0        | 0                             | 0.0         | 10              | 100.0       | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Wicomico               | 9          | 0         | 0.0        | 3                             | 33.3        | 3               | 33.3        | 1                               | 11.1       | 2                 | 22.2       | 0                   | 0.0        | 0   | 0.0        |
| Worcester              | 3          | 0         | 0.0        | 0                             | 0.0         | 3               | 100.0       | 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 2007**

| 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 |            | High School or Fewer Than 2 Years College |            |
|------------------------|--------------|-----------|------------|-------------------------------|-------------|-----------------|-------------|---------------------------------|------------|-------------------|------------|---------------------|------------|---|------------|
|                        |              | Number    | Percent    | Number                        | Percent     | Number          | Percent     | Number                          | Percent    | Number            | Percent    | Number              | Percent    | Number                                    | Percent    |
| <b>Total State</b>     | <b>1,407</b> | <b>98</b> | <b>7.0</b> | <b>509</b>                    | <b>36.2</b> | <b>641</b>      | <b>45.6</b> | <b>128</b>                      | <b>9.1</b> | <b>30</b>         | <b>2.1</b> | <b>0</b>            | <b>0.0</b> | <b>1</b>                                  | <b>0.1</b> |
| Allegany               | 22           | 0         | 0.0        | 5                             | 22.7        | 16              | 72.7        | 1                               | 4.5        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Anne Arundel           | 118          | 3         | 2.5        | 37                            | 31.4        | 78              | 66.1        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Baltimore City         | 185          | 24        | 13.0       | 103                           | 55.7        | 51              | 27.6        | 3                               | 1.6        | 3                 | 1.6        | 0                   | 0.0        | 1   | 0.5        |
| Baltimore              | 167          | 5         | 3.0        | 82                            | 49.1        | 33              | 19.8        | 35                              | 21.0       | 12                | 7.2        | 0                   | 0.0        | 0   | 0.0        |
| Calvert                | 24           | 4         | 16.7       | 0                             | 0.0         | 20              | 83.3        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Caroline               | 10           | 1         | 10.0       | 3                             | 30.0        | 5               | 50.0        | 1                               | 10.0       | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Carroll                | 42           | 3         | 7.1        | 30                            | 71.4        | 7               | 16.7        | 1                               | 2.4        | 1                 | 2.4        | 0                   | 0.0        | 0   | 0.0        |
| Cecil                  | 30           | 1         | 3.3        | 6                             | 20.0        | 13              | 43.3        | 6                               | 20.0       | 4                 | 13.3       | 0                   | 0.0        | 0   | 0.0        |
| Charles                | 34           | 1         | 2.9        | 5                             | 14.7        | 27              | 79.4        | 1                               | 2.9        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Dorchester             | 13           | 0         | 0.0        | 2                             | 15.4        | 10              | 76.9        | 0                               | 0.0        | 1                 | 7.7        | 0                   | 0.0        | 0   | 0.0        |
| Frederick              | 63           | 1         | 1.6        | 26                            | 41.3        | 31              | 49.2        | 5                               | 7.9        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Garrett                | 15           | 1         | 6.7        | 6                             | 40.0        | 8               | 53.3        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Harford                | 53           | 2         | 3.8        | 24                            | 45.3        | 27              | 50.9        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Howard                 | 73           | 6         | 8.2        | 26                            | 35.6        | 38              | 52.1        | 3                               | 4.1        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Kent                   | 8            | 0         | 0.0        | 5                             | 62.5        | 3               | 37.5        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Montgomery             | 200          | 22        | 11.0       | 80                            | 40.0        | 63              | 31.5        | 34                              | 17.0       | 1                 | 0.5        | 0                   | 0.0        | 0   | 0.0        |
| Prince George's        | 213          | 17        | 8.0        | 44                            | 20.7        | 111             | 52.1        | 36                              | 16.9       | 5                 | 2.3        | 0                   | 0.0        | 0   | 0.0        |
| Queen Anne's           | 13           | 1         | 7.7        | 2                             | 15.4        | 10              | 76.9        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| St. Mary's             | 26           | 0         | 0.0        | 0                             | 0.0         | 26              | 100.0       | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Somerset               | 8            | 0         | 0.0        | 2                             | 25.0        | 6               | 75.0        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Talbot                 | 9            | 0         | 0.0        | 1                             | 11.1        | 8               | 88.9        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Washington             | 42           | 4         | 9.5        | 1                             | 2.4         | 35              | 83.3        | 2                               | 4.8        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Wicomico               | 25           | 0         | 0.0        | 13                            | 52.0        | 9               | 36.0        | 0                               | 0.0        | 3                 | 12.0       | 0                   | 0.0        | 0   | 0.0        |
| Worcester              | 14           | 2         | 14.3       | 6                             | 42.9        | 6               | 42.9        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |

**Table 4**  
**Number and Percent of School Vice Principals\* by Type of Degree**  
**Maryland Public Schools: October 2007**

| 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 |            | High School or Fewer Than 2 Years College |            |
|------------------------|--------------|-----------|------------|-------------------------------|-------------|-----------------|-------------|---------------------------------|-------------|-------------------|------------|---------------------|------------|---|------------|
|                        |              | Number    | Percent    | Number                        | Percent     | Number          | Percent     | Number                          | Percent     | Number            | Percent    | Number              | Percent    | Number                                    | Percent    |
| <b>Total State</b>     | <b>2,189</b> | <b>82</b> | <b>3.7</b> | <b>657</b>                    | <b>30.0</b> | <b>1,016</b>    | <b>46.4</b> | <b>261</b>                      | <b>11.9</b> | <b>158</b>        | <b>7.2</b> | <b>5</b>            | <b>0.2</b> | <b>10</b>                                 | <b>0.5</b> |
| Allegany               | 21           | 1         | 4.8        | 7                             | 33.3        | 11              | 52.4        | 1                               | 4.8         | 1                 | 4.8        | 0                   | 0.0        | 0   | 0.0        |
| Anne Arundel           | 172          | 4         | 2.3        | 49                            | 28.5        | 100             | 58.1        | 2                               | 1.2         | 9                 | 5.2        | 2                   | 1.2        | 6   | 3.5        |
| Baltimore City         | 365          | 8         | 2.2        | 184                           | 50.4        | 116             | 31.8        | 43                              | 11.8        | 11                | 3.0        | 0                   | 0.0        | 3   | 0.8        |
| Baltimore              | 265          | 25        | 9.4        | 61                            | 23.0        | 85              | 32.1        | 23                              | 8.7         | 71                | 26.8       | 0                   | 0.0        | 0   | 0.0        |
| Calvert                | 40           | 2         | 5.0        | 1                             | 2.5         | 33              | 82.5        | 0                               | 0.0         | 4                 | 10.0       | 0                   | 0.0        | 0   | 0.0        |
| Caroline               | 12           | 0         | 0.0        | 1                             | 8.3         | 10              | 83.3        | 0                               | 0.0         | 1                 | 8.3        | 0                   | 0.0        | 0   | 0.0        |
| Carroll                | 60           | 1         | 1.7        | 26                            | 43.3        | 25              | 41.7        | 4                               | 6.7         | 4                 | 6.7        | 0                   | 0.0        | 0   | 0.0        |
| Cecil                  | 36           | 0         | 0.0        | 4                             | 11.1        | 10              | 27.8        | 8                               | 22.2        | 14                | 38.9       | 0                   | 0.0        | 0   | 0.0        |
| Charles                | 68           | 1         | 1.5        | 14                            | 20.6        | 43              | 63.2        | 8                               | 11.8        | 2                 | 2.9        | 0                   | 0.0        | 0   | 0.0        |
| Dorchester             | 12           | 0         | 0.0        | 1                             | 8.3         | 7               | 58.3        | 2                               | 16.7        | 2                 | 16.7       | 0                   | 0.0        | 0   | 0.0        |
| Frederick              | 86           | 3         | 3.5        | 34                            | 39.5        | 45              | 52.3        | 4                               | 4.7         | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Garrett                | 4            | 0         | 0.0        | 0                             | 0.0         | 4               | 100.0       | 0                               | 0.0         | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Harford                | 91           | 1         | 1.1        | 7                             | 7.7         | 82              | 90.1        | 0                               | 0.0         | 1                 | 1.1        | 0                   | 0.0        | 0   | 0.0        |
| Howard                 | 108          | 4         | 3.7        | 20                            | 18.5        | 75              | 69.4        | 8                               | 7.4         | 1                 | 0.9        | 0                   | 0.0        | 0   | 0.0        |
| Kent                   | 4            | 0         | 0.0        | 0                             | 0.0         | 3               | 75.0        | 1                               | 25.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Montgomery             | 294          | 8         | 2.7        | 115                           | 39.1        | 80              | 27.2        | 90                              | 30.6        | 1                 | 0.3        | 0                   | 0.0        | 0   | 0.0        |
| Prince George's        | 405          | 24        | 5.9        | 116                           | 28.6        | 192             | 47.4        | 58                              | 14.3        | 11                | 2.7        | 3                   | 0.7        | 1   | 0.2        |
| Queen Anne's           | 7            | 0         | 0.0        | 1                             | 14.3        | 4               | 57.1        | 1                               | 14.3        | 1                 | 14.3       | 0                   | 0.0        | 0   | 0.0        |
| St. Mary's             | 37           | 0         | 0.0        | 0                             | 0.0         | 31              | 83.8        | 0                               | 0.0         | 6                 | 16.2       | 0                   | 0.0        | 0   | 0.0        |
| Somerset               | 3            | 0         | 0.0        | 0                             | 0.0         | 3               | 100.0       | 0                               | 0.0         | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Talbot                 | 8            | 0         | 0.0        | 4                             | 50.0        | 4               | 50.0        | 0                               | 0.0         | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Washington             | 41           | 0         | 0.0        | 1                             | 2.4         | 35              | 85.4        | 3                               | 7.3         | 2                 | 4.9        | 0                   | 0.0        | 0   | 0.0        |
| Wicomico               | 34           | 0         | 0.0        | 7                             | 20.6        | 6               | 17.6        | 5                               | 14.7        | 16                | 47.1       | 0                   | 0.0        | 0   | 0.0        |
| Worcester              | 16           | 0         | 0.0        | 4                             | 25.0        | 12              | 75.0        | 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 2007**

| 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 |            | High School or Fewer Than 2 Years College |            |
|------------------------|---------------|------------|------------|-------------------------------|-------------|-----------------|-------------|---------------------------------|-------------|-------------------|-------------|---------------------|------------|---|------------|
|                        |               | Number     | Percent    | Number                        | Percent     | Number          | Percent     | Number                          | Percent     | Number            | Percent     | Number              | Percent    | Number                                    | Percent    |
| <b>Total State</b>     | <b>60,207</b> | <b>527</b> | <b>0.9</b> | <b>8,338</b>                  | <b>13.8</b> | <b>18,779</b>   | <b>31.2</b> | <b>11,641</b>                   | <b>19.3</b> | <b>20,614</b>     | <b>34.2</b> | <b>45</b>           | <b>0.1</b> | <b>263</b>                                | <b>0.4</b> |
| Allegany               | 705           | 4          | 0.6        | 27                            | 3.8         | 373             | 52.9        | 143                             | 20.3        | 148               | 21.0        | 0                   | 0.0        | 10  | 1.4        |
| Anne Arundel           | 5,070         | 34         | 0.7        | 366                           | 7.2         | 1,787           | 35.2        | 1,159                           | 22.9        | 1,698             | 33.5        | 1                   | 0.0        | 25  | 0.5        |
| Baltimore City         | 5,877         | 67         | 1.1        | 556                           | 9.5         | 1,416           | 24.1        | 1,114                           | 19.0        | 2,682             | 45.6        | 11                  | 0.2        | 31  | 0.5        |
| Baltimore              | 7,571         | 52         | 0.7        | 2,222                         | 29.3        | 2,708           | 35.8        | 321                             | 4.2         | 2,268             | 30.0        | 0                   | 0.0        | 0   | 0.0        |
| Calvert                | 1,141         | 10         | 0.9        | 37                            | 3.2         | 465             | 40.8        | 0                               | 0.0         | 613               | 53.7        | 1                   | 0.1        | 15  | 1.3        |
| Caroline               | 394           | 2          | 0.5        | 20                            | 5.1         | 154             | 39.1        | 77                              | 19.5        | 140               | 35.5        | 0                   | 0.0        | 1   | 0.3        |
| Carroll                | 1,984         | 5          | 0.3        | 255                           | 12.9        | 559             | 28.2        | 530                             | 26.7        | 618               | 31.1        | 7                   | 0.4        | 10  | 0.5        |
| Cecil                  | 1,177         | 1          | 0.1        | 9                             | 0.8         | 280             | 23.8        | 135                             | 11.5        | 746               | 63.4        | 2                   | 0.2        | 4   | 0.3        |
| Charles                | 1,732         | 9          | 0.5        | 34                            | 2.0         | 594             | 34.3        | 313                             | 18.1        | 774               | 44.7        | 3                   | 0.2        | 5   | 0.3        |
| Dorchester             | 379           | 1          | 0.3        | 18                            | 4.7         | 98              | 25.9        | 31                              | 8.2         | 222               | 58.6        | 1                   | 0.3        | 8   | 2.1        |
| Frederick              | 2,751         | 16         | 0.6        | 600                           | 21.8        | 561             | 20.4        | 661                             | 24.0        | 900               | 32.7        | 7                   | 0.3        | 6   | 0.2        |
| Garrett                | 358           | 0          | 0.0        | 20                            | 5.6         | 174             | 48.6        | 102                             | 28.5        | 56                | 15.6        | 1                   | 0.3        | 5   | 1.4        |
| Harford                | 2,792         | 7          | 0.3        | 153                           | 5.5         | 1,360           | 48.7        | 111                             | 4.0         | 1,148             | 41.1        | 1                   | 0.0        | 12  | 0.4        |
| Howard                 | 3,792         | 35         | 0.9        | 297                           | 7.8         | 1,756           | 46.3        | 754                             | 19.9        | 941               | 24.8        | 2                   | 0.1        | 7   | 0.2        |
| Kent                   | 181           | 1          | 0.6        | 19                            | 10.5        | 64              | 35.4        | 43                              | 23.8        | 52                | 28.7        | 0                   | 0.0        | 2   | 1.1        |
| Montgomery             | 9,991         | 79         | 0.8        | 2,361                         | 23.6        | 1,897           | 19.0        | 3,765                           | 37.7        | 1,811             | 18.1        | 0                   | 0.0        | 78  | 0.8        |
| Prince George's        | 9,051         | 186        | 2.1        | 1,106                         | 12.2        | 2,858           | 31.6        | 1,593                           | 17.6        | 3,296             | 36.4        | 1                   | 0.0        | 11  | 0.1        |
| Queen Anne's           | 513           | 3          | 0.6        | 10                            | 1.9         | 194             | 37.8        | 85                              | 16.6        | 216               | 42.1        | 1                   | 0.2        | 4   | 0.8        |
| St. Mary's             | 1,027         | 2          | 0.2        | 2                             | 0.2         | 360             | 35.1        | 3                               | 0.3         | 651               | 63.4        | 3                   | 0.3        | 6   | 0.6        |
| Somerset               | 243           | 1          | 0.4        | 1                             | 0.4         | 54              | 22.2        | 46                              | 18.9        | 141               | 58.0        | 0                   | 0.0        | 0   | 0.0        |
| Talbot                 | 298           | 3          | 1.0        | 41                            | 13.8        | 111             | 37.2        | 21                              | 7.0         | 120               | 40.3        | 0                   | 0.0        | 2   | 0.7        |
| Washington             | 1,515         | 3          | 0.2        | 31                            | 2.0         | 522             | 34.5        | 369                             | 24.4        | 582               | 38.4        | 1                   | 0.1        | 7   | 0.5        |
| Wicomico               | 1,081         | 4          | 0.4        | 100                           | 9.3         | 209             | 19.3        | 190                             | 17.6        | 572               | 52.9        | 1                   | 0.1        | 5   | 0.5        |
| Worcester              | 584           | 2          | 0.3        | 53                            | 9.1         | 225             | 38.5        | 75                              | 12.8        | 219               | 37.5        | 1                   | 0.2        | 9   | 1.5        |

**Table 6**  
**Number and Percent of Therapists by Type of Degree**  
**Maryland Public Schools: October 2007**

| 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 |            | High School or Fewer Than 2 Years College |            |
|------------------------|--------------|-----------|------------|-------------------------------|-------------|-----------------|-------------|---------------------------------|------------|-------------------|-------------|---------------------|------------|---|------------|
|                        |              | Number    | Percent    | Number                        | Percent     | Number          | Percent     | Number                          | Percent    | Number            | Percent     | Number              | Percent    | Number                                    | Percent    |
| <b>Total State</b>     | <b>1,871</b> | <b>43</b> | <b>2.3</b> | <b>625</b>                    | <b>33.4</b> | <b>878</b>      | <b>46.9</b> | <b>119</b>                      | <b>6.4</b> | <b>197</b>        | <b>10.5</b> | <b>6</b>            | <b>0.3</b> | <b>3</b>                                  | <b>0.2</b> |
| Allegany               | 21           | 0         | 0.0        | 4                             | 19.0        | 15              | 71.4        | 2                               | 9.5        | 0                 | 0.0         | 0                   | 0.0        | 0   | 0.0        |
| Anne Arundel           | 202          | 1         | 0.5        | 9                             | 4.5         | 145             | 71.8        | 2                               | 1.0        | 45                | 22.3        | 0                   | 0.0        | 0   | 0.0        |
| Baltimore City         | 128          | 3         | 2.3        | 22                            | 17.2        | 72              | 56.3        | 17                              | 13.3       | 14                | 10.9        | 0                   | 0.0        | 0   | 0.0        |
| Baltimore              | 258          | 4         | 1.6        | 150                           | 58.1        | 86              | 33.3        | 3                               | 1.2        | 15                | 5.8         | 0                   | 0.0        | 0   | 0.0        |
| Calvert                | 33           | 2         | 6.1        | 0                             | 0.0         | 21              | 63.6        | 0                               | 0.0        | 7                 | 21.2        | 0                   | 0.0        | 3   | 9.1        |
| Caroline               | 6            | 0         | 0.0        | 1                             | 16.7        | 4               | 66.7        | 0                               | 0.0        | 1                 | 16.7        | 0                   | 0.0        | 0   | 0.0        |
| Carroll                | 67           | 0         | 0.0        | 15                            | 22.4        | 31              | 46.3        | 4                               | 6.0        | 11                | 16.4        | 6                   | 9.0        | 0   | 0.0        |
| Cecil                  | 28           | 0         | 0.0        | 1                             | 3.6         | 15              | 53.6        | 0                               | 0.0        | 12                | 42.9        | 0                   | 0.0        | 0   | 0.0        |
| Charles                | 41           | 2         | 4.9        | 5                             | 12.2        | 27              | 65.9        | 5                               | 12.2       | 2                 | 4.9         | 0                   | 0.0        | 0   | 0.0        |
| Dorchester             | 4            | 0         | 0.0        | 0                             | 0.0         | 4               | 100.0       | 0                               | 0.0        | 0                 | 0.0         | 0                   | 0.0        | 0   | 0.0        |
| Frederick              | 66           | 2         | 3.0        | 33                            | 50.0        | 29              | 43.9        | 2                               | 3.0        | 0                 | 0.0         | 0                   | 0.0        | 0   | 0.0        |
| Garrett                | 8            | 0         | 0.0        | 1                             | 12.5        | 7               | 87.5        | 0                               | 0.0        | 0                 | 0.0         | 0                   | 0.0        | 0   | 0.0        |
| Harford                | 73           | 0         | 0.0        | 7                             | 9.6         | 57              | 78.1        | 0                               | 0.0        | 9                 | 12.3        | 0                   | 0.0        | 0   | 0.0        |
| Howard                 | 170          | 1         | 0.6        | 15                            | 8.8         | 137             | 80.6        | 8                               | 4.7        | 9                 | 5.3         | 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             | 459          | 9         | 2.0        | 255                           | 55.6        | 129             | 28.1        | 39                              | 8.5        | 27                | 5.9         | 0                   | 0.0        | 0   | 0.0        |
| Prince George's        | 215          | 18        | 8.4        | 97                            | 45.1        | 42              | 19.5        | 35                              | 16.3       | 23                | 10.7        | 0                   | 0.0        | 0   | 0.0        |
| Queen Anne's           | 11           | 0         | 0.0        | 0                             | 0.0         | 8               | 72.7        | 0                               | 0.0        | 3                 | 27.3        | 0                   | 0.0        | 0   | 0.0        |
| St. Mary's             | 26           | 1         | 3.8        | 0                             | 0.0         | 17              | 65.4        | 0                               | 0.0        | 8                 | 30.8        | 0                   | 0.0        | 0   | 0.0        |
| Somerset               | 4            | 0         | 0.0        | 1                             | 25.0        | 2               | 50.0        | 0                               | 0.0        | 1                 | 25.0        | 0                   | 0.0        | 0   | 0.0        |
| Talbot                 | 6            | 0         | 0.0        | 1                             | 16.7        | 4               | 66.7        | 1                               | 16.7       | 0                 | 0.0         | 0                   | 0.0        | 0   | 0.0        |
| Washington             | 15           | 0         | 0.0        | 2                             | 13.3        | 12              | 80.0        | 0                               | 0.0        | 1                 | 6.7         | 0                   | 0.0        | 0   | 0.0        |
| Wicomico               | 15           | 0         | 0.0        | 3                             | 20.0        | 5               | 33.3        | 1                               | 6.7        | 6                 | 40.0        | 0                   | 0.0        | 0   | 0.0        |
| Worcester              | 14           | 0         | 0.0        | 3                             | 21.4        | 8               | 57.1        | 0                               | 0.0        | 3                 | 21.4        | 0                   | 0.0        | 0   | 0.0        |

**Table 7**  
**Number and Percent of Librarians by Type of Degree**  
**Maryland Public Schools: October 2007**

| 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 |            | High School or Fewer Than 2 Years College |            |
|------------------------|--------------|-----------|------------|-------------------------------|-------------|-----------------|-------------|---------------------------------|-------------|-------------------|------------|---------------------|------------|---|------------|
|                        |              | Number    | Percent    | Number                        | Percent     | Number          | Percent     | Number                          | Percent     | Number            | Percent    | Number              | Percent    | Number                                    | Percent    |
| <b>Total State</b>     | <b>1,240</b> | <b>11</b> | <b>0.9</b> | <b>410</b>                    | <b>33.1</b> | <b>551</b>      | <b>44.4</b> | <b>149</b>                      | <b>12.0</b> | <b>116</b>        | <b>9.4</b> | <b>2</b>            | <b>0.2</b> | <b>1</b>                                  | <b>0.1</b> |
| Allegany               | 21           | 0         | 0.0        | 3                             | 14.3        | 12              | 57.1        | 6                               | 28.6        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Anne Arundel           | 117          | 1         | 0.9        | 35                            | 29.9        | 65              | 55.6        | 11                              | 9.4         | 5                 | 4.3        | 0                   | 0.0        | 0   | 0.0        |
| Baltimore City         | 106          | 0         | 0.0        | 26                            | 24.5        | 39              | 36.8        | 14                              | 13.2        | 25                | 23.6       | 1                   | 0.9        | 1   | 0.9        |
| Baltimore              | 167          | 1         | 0.6        | 92                            | 55.1        | 51              | 30.5        | 14                              | 8.4         | 9                 | 5.4        | 0                   | 0.0        | 0   | 0.0        |
| Calvert                | 22           | 1         | 4.5        | 3                             | 13.6        | 17              | 77.3        | 0                               | 0.0         | 1                 | 4.5        | 0                   | 0.0        | 0   | 0.0        |
| Caroline               | 9            | 0         | 0.0        | 1                             | 11.1        | 6               | 66.7        | 2                               | 22.2        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Carroll                | 42           | 0         | 0.0        | 12                            | 28.6        | 26              | 61.9        | 3                               | 7.1         | 1                 | 2.4        | 0                   | 0.0        | 0   | 0.0        |
| Cecil                  | 27           | 0         | 0.0        | 0                             | 0.0         | 8               | 29.6        | 6                               | 22.2        | 13                | 48.1       | 0                   | 0.0        | 0   | 0.0        |
| Charles                | 33           | 0         | 0.0        | 4                             | 12.1        | 24              | 72.7        | 5                               | 15.2        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Dorchester             | 6            | 0         | 0.0        | 1                             | 16.7        | 1               | 16.7        | 1                               | 16.7        | 3                 | 50.0       | 0                   | 0.0        | 0   | 0.0        |
| Frederick              | 59           | 0         | 0.0        | 30                            | 50.8        | 25              | 42.4        | 3                               | 5.1         | 1                 | 1.7        | 0                   | 0.0        | 0   | 0.0        |
| Garrett                | 2            | 0         | 0.0        | 0                             | 0.0         | 0               | 0.0         | 1                               | 50.0        | 1                 | 50.0       | 0                   | 0.0        | 0   | 0.0        |
| Harford                | 64           | 0         | 0.0        | 10                            | 15.6        | 44              | 68.8        | 2                               | 3.1         | 8                 | 12.5       | 0                   | 0.0        | 0   | 0.0        |
| Howard                 | 91           | 1         | 1.1        | 22                            | 24.2        | 60              | 65.9        | 2                               | 2.2         | 6                 | 6.6        | 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        | 108                           | 53.7        | 51              | 25.4        | 40                              | 19.9        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Prince George's        | 163          | 5         | 3.1        | 51                            | 31.3        | 69              | 42.3        | 21                              | 12.9        | 16                | 9.8        | 1                   | 0.6        | 0   | 0.0        |
| Queen Anne's           | 11           | 0         | 0.0        | 0                             | 0.0         | 5               | 45.5        | 3                               | 27.3        | 3                 | 27.3       | 0                   | 0.0        | 0   | 0.0        |
| St. Mary's             | 29           | 0         | 0.0        | 0                             | 0.0         | 20              | 69.0        | 0                               | 0.0         | 9                 | 31.0       | 0                   | 0.0        | 0   | 0.0        |
| Somerset               | 6            | 0         | 0.0        | 1                             | 16.7        | 0               | 0.0         | 2                               | 33.3        | 3                 | 50.0       | 0                   | 0.0        | 0   | 0.0        |
| Talbot                 | 7            | 0         | 0.0        | 1                             | 14.3        | 3               | 42.9        | 2                               | 28.6        | 1                 | 14.3       | 0                   | 0.0        | 0   | 0.0        |
| Washington             | 29           | 0         | 0.0        | 2                             | 6.9         | 20              | 69.0        | 7                               | 24.1        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Wicomico               | 15           | 0         | 0.0        | 4                             | 26.7        | 0               | 0.0         | 0                               | 0.0         | 11                | 73.3       | 0                   | 0.0        | 0   | 0.0        |
| Worcester              | 12           | 0         | 0.0        | 3                             | 25.0        | 5               | 41.7        | 4                               | 33.3        | 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 2007**

| 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 |            | High School or Fewer Than 2 Years College |            |
|------------------------|--------------|-----------|------------|-------------------------------|-------------|-----------------|-------------|---------------------------------|------------|-------------------|------------|---------------------|------------|---|------------|
|                        |              | Number    | Percent    | Number                        | Percent     | Number          | Percent     | Number                          | Percent    | Number            | Percent    | Number              | Percent    | Number                                    | Percent    |
| <b>Total State</b>     | <b>2,465</b> | <b>37</b> | <b>1.5</b> | <b>958</b>                    | <b>38.9</b> | <b>1,311</b>    | <b>53.2</b> | <b>113</b>                      | <b>4.6</b> | <b>45</b>         | <b>1.8</b> | <b>0</b>            | <b>0.0</b> | <b>1</b>                                  | <b>0.0</b> |
| Allegany               | 26           | 0         | 0.0        | 6                             | 23.1        | 20              | 76.9        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Anne Arundel           | 215          | 4         | 1.9        | 101                           | 47.0        | 109             | 50.7        | 1                               | 0.5        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Baltimore City         | 167          | 1         | 0.6        | 71                            | 42.5        | 86              | 51.5        | 7                               | 4.2        | 2                 | 1.2        | 0                   | 0.0        | 0   | 0.0        |
| Baltimore              | 305          | 2         | 0.7        | 170                           | 55.7        | 108             | 35.4        | 24                              | 7.9        | 1                 | 0.3        | 0                   | 0.0        | 0   | 0.0        |
| Calvert                | 43           | 0         | 0.0        | 1                             | 2.3         | 42              | 97.7        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Caroline               | 17           | 1         | 5.9        | 2                             | 11.8        | 14              | 82.4        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Carroll                | 89           | 1         | 1.1        | 44                            | 49.4        | 39              | 43.8        | 3                               | 3.4        | 2                 | 2.2        | 0                   | 0.0        | 0   | 0.0        |
| Cecil                  | 50           | 1         | 2.0        | 3                             | 6.0         | 46              | 92.0        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Charles                | 75           | 0         | 0.0        | 9                             | 12.0        | 66              | 88.0        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Dorchester             | 14           | 0         | 0.0        | 2                             | 14.3        | 11              | 78.6        | 0                               | 0.0        | 1                 | 7.1        | 0                   | 0.0        | 0   | 0.0        |
| Frederick              | 112          | 1         | 0.9        | 56                            | 50.0        | 52              | 46.4        | 3                               | 2.7        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Garrett                | 13           | 0         | 0.0        | 3                             | 23.1        | 10              | 76.9        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Harford                | 102          | 0         | 0.0        | 23                            | 22.5        | 74              | 72.5        | 0                               | 0.0        | 5                 | 4.9        | 0                   | 0.0        | 0   | 0.0        |
| Howard                 | 143          | 1         | 0.7        | 34                            | 23.8        | 107             | 74.8        | 1                               | 0.7        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Kent                   | 10           | 0         | 0.0        | 3                             | 30.0        | 7               | 70.0        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Montgomery             | 482          | 6         | 1.2        | 278                           | 57.7        | 147             | 30.5        | 51                              | 10.6       | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Prince George's        | 385          | 14        | 3.6        | 118                           | 30.6        | 224             | 58.2        | 13                              | 3.4        | 15                | 3.9        | 0                   | 0.0        | 1   | 0.3        |
| Queen Anne's           | 19           | 0         | 0.0        | 1                             | 5.3         | 18              | 94.7        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| St. Mary's             | 42           | 1         | 2.4        | 1                             | 2.4         | 38              | 90.5        | 0                               | 0.0        | 2                 | 4.8        | 0                   | 0.0        | 0   | 0.0        |
| Somerset               | 9            | 0         | 0.0        | 0                             | 0.0         | 9               | 100.0       | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Talbot                 | 17           | 0         | 0.0        | 4                             | 23.5        | 13              | 76.5        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Washington             | 54           | 1         | 1.9        | 9                             | 16.7        | 44              | 81.5        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Wicomico               | 55           | 2         | 3.6        | 12                            | 21.8        | 16              | 29.1        | 8                               | 14.5       | 17                | 30.9       | 0                   | 0.0        | 0   | 0.0        |
| Worcester              | 21           | 1         | 4.8        | 7                             | 33.3        | 11              | 52.4        | 2                               | 9.5        | 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 2007**

| 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 |            | High School or Fewer Than 2 Years College |            |
|------------------------|------------|------------|-------------|-------------------------------|-------------|-----------------|-------------|---------------------------------|------------|-------------------|------------|---------------------|------------|---|------------|
|                        |            | Number     | Percent     | Number                        | Percent     | Number          | Percent     | Number                          | Percent    | Number            | Percent    | Number              | Percent    | Number                                    | Percent    |
| <b>Total State</b>     | <b>737</b> | <b>182</b> | <b>24.7</b> | <b>337</b>                    | <b>45.7</b> | <b>189</b>      | <b>25.6</b> | <b>7</b>                        | <b>0.9</b> | <b>22</b>         | <b>3.0</b> | <b>0</b>            | <b>0.0</b> | <b>0</b>                                  | <b>0.0</b> |
| Allegany               | 6          | 1          | 16.7        | 4                             | 66.7        | 1               | 16.7        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Anne Arundel           | 64         | 14         | 21.9        | 8                             | 12.5        | 42              | 65.6        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Baltimore City         | 121        | 27         | 22.3        | 59                            | 48.8        | 26              | 21.5        | 2                               | 1.7        | 7                 | 5.8        | 0                   | 0.0        | 0   | 0.0        |
| Baltimore              | 89         | 42         | 47.2        | 45                            | 50.6        | 2               | 2.2         | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Calvert                | 15         | 0          | 0.0         | 2                             | 13.3        | 12              | 80.0        | 0                               | 0.0        | 1                 | 6.7        | 0                   | 0.0        | 0   | 0.0        |
| Caroline               | 6          | 1          | 16.7        | 2                             | 33.3        | 1               | 16.7        | 0                               | 0.0        | 2                 | 33.3       | 0                   | 0.0        | 0   | 0.0        |
| Carroll                | 17         | 5          | 29.4        | 9                             | 52.9        | 3               | 17.6        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Cecil                  | 8          | 2          | 25.0        | 0                             | 0.0         | 6               | 75.0        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Charles                | 30         | 5          | 16.7        | 21                            | 70.0        | 4               | 13.3        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Dorchester             | 3          | 0          | 0.0         | 0                             | 0.0         | 2               | 66.7        | 0                               | 0.0        | 1                 | 33.3       | 0                   | 0.0        | 0   | 0.0        |
| Frederick              | 24         | 8          | 33.3        | 4                             | 16.7        | 12              | 50.0        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Garrett                | 2          | 1          | 50.0        | 1                             | 50.0        | 0               | 0.0         | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Harford                | 32         | 1          | 3.1         | 14                            | 43.8        | 17              | 53.1        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Howard                 | 67         | 14         | 20.9        | 21                            | 31.3        | 23              | 34.3        | 3                               | 4.5        | 6                 | 9.0        | 0                   | 0.0        | 0   | 0.0        |
| Kent                   | 3          | 2          | 66.7        | 1                             | 33.3        | 0               | 0.0         | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Montgomery             | 107        | 32         | 29.9        | 71                            | 66.4        | 3               | 2.8         | 1                               | 0.9        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Prince George's        | 101        | 25         | 24.8        | 59                            | 58.4        | 15              | 14.9        | 1                               | 1.0        | 1                 | 1.0        | 0                   | 0.0        | 0   | 0.0        |
| Queen Anne's           | 6          | 1          | 16.7        | 2                             | 33.3        | 2               | 33.3        | 0                               | 0.0        | 1                 | 16.7       | 0                   | 0.0        | 0   | 0.0        |
| St. Mary's             | 9          | 0          | 0.0         | 0                             | 0.0         | 9               | 100.0       | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Somerset               | 3          | 0          | 0.0         | 2                             | 66.7        | 1               | 33.3        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Talbot                 | 2          | 0          | 0.0         | 2                             | 100.0       | 0               | 0.0         | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Washington             | 11         | 0          | 0.0         | 4                             | 36.4        | 7               | 63.6        | 0                               | 0.0        | 0                 | 0.0        | 0                   | 0.0        | 0   | 0.0        |
| Wicomico               | 8          | 0          | 0.0         | 4                             | 50.0        | 1               | 12.5        | 0                               | 0.0        | 3                 | 37.5       | 0                   | 0.0        | 0   | 0.0        |
| Worcester              | 3          | 1          | 33.3        | 2                             | 66.7        | 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 2007**

| 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 |            |
|------------------------|---------------|---------------|-------------|---------------|-------------|---------------|-------------|---------------|------------|---------------|------------|---------------|------------|--------------------|------------|
|                        |               | Number        | Percent     | Number        | Percent     | Number        | Percent     | Number        | Percent    | Number        | Percent    | Number        | Percent    | Number             | Percent    |
| <b>Total State</b>     | <b>78,799</b> | <b>27,540</b> | <b>34.9</b> | <b>17,012</b> | <b>21.6</b> | <b>10,135</b> | <b>12.9</b> | <b>7,191</b>  | <b>9.1</b> | <b>5,297</b>  | <b>6.7</b> | <b>4,267</b>  | <b>5.4</b> | <b>7,357</b>       | <b>9.3</b> |
| Allegany               | 914           | 172           | 18.8        | 159           | 17.4        | 152           | 16.6        | 102           | 11.2       | 80            | 8.8        | 77            | 8.4        | 172                | 18.8       |
| Anne Arundel           | 6,582         | 2,242         | 34.1        | 1,269         | 19.3        | 859           | 13.1        | 553           | 8.4        | 479           | 7.3        | 484           | 7.4        | 696                | 10.6       |
| Baltimore City         | 8,435         | 2,839         | 33.7        | 1,978         | 23.4        | 857           | 10.2        | 590           | 7.0        | 448           | 5.3        | 399           | 4.7        | 1,324              | 15.7       |
| Baltimore              | 9,645         | 4,213         | 43.7        | 2,145         | 22.2        | 1,220         | 12.6        | 758           | 7.9        | 457           | 4.7        | 297           | 3.1        | 555                | 5.8        |
| Calvert                | 1,452         | 301           | 20.7        | 336           | 23.1        | 288           | 19.8        | 200           | 13.8       | 108           | 7.4        | 95            | 6.5        | 124                | 8.5        |
| Caroline               | 510           | 159           | 31.2        | 85            | 16.7        | 67            | 13.1        | 58            | 11.4       | 52            | 10.2       | 46            | 9.0        | 43                 | 8.4        |
| Carroll                | 2,529         | 659           | 26.1        | 510           | 20.2        | 400           | 15.8        | 291           | 11.5       | 209           | 8.3        | 171           | 6.8        | 289                | 11.4       |
| Cecil                  | 1,528         | 720           | 47.1        | 297           | 19.4        | 117           | 7.7         | 114           | 7.5        | 82            | 5.4        | 99            | 6.5        | 99                 | 6.5        |
| Charles                | 2,273         | 897           | 39.5        | 366           | 16.1        | 210           | 9.2         | 223           | 9.8        | 142           | 6.2        | 192           | 8.4        | 243                | 10.7       |
| Dorchester             | 459           | 175           | 38.1        | 80            | 17.4        | 41            | 8.9         | 33            | 7.2        | 27            | 5.9        | 35            | 7.6        | 68                 | 14.8       |
| Frederick              | 3,405         | 957           | 28.1        | 595           | 17.5        | 510           | 15.0        | 427           | 12.5       | 346           | 10.2       | 236           | 6.9        | 334                | 9.8        |
| Garrett                | 440           | 52            | 11.8        | 72            | 16.4        | 69            | 15.7        | 50            | 11.4       | 73            | 16.6       | 52            | 11.8       | 72                 | 16.4       |
| Harford                | 3,524         | 1,028         | 29.2        | 773           | 21.9        | 591           | 16.8        | 354           | 10.0       | 253           | 7.2        | 185           | 5.2        | 340                | 9.6        |
| Howard                 | 5,080         | 1,552         | 30.6        | 1,120         | 22.0        | 746           | 14.7        | 555           | 10.9       | 428           | 8.4        | 321           | 6.3        | 358                | 7.0        |
| Kent                   | 228           | 59            | 25.9        | 29            | 12.7        | 32            | 14.0        | 31            | 13.6       | 22            | 9.6        | 22            | 9.6        | 33                 | 14.5       |
| Montgomery             | 13,384        | 3,757         | 28.1        | 3,025         | 22.6        | 2,038         | 15.2        | 1,405         | 10.5       | 1,140         | 8.5        | 774           | 5.8        | 1,245              | 9.3        |
| Prince George's        | 11,560        | 5,602         | 48.5        | 2,809         | 24.3        | 1,068         | 9.2         | 821           | 7.1        | 399           | 3.5        | 240           | 2.1        | 621                | 5.4        |
| Queen Anne's           | 672           | 200           | 29.8        | 141           | 21.0        | 107           | 15.9        | 52            | 7.7        | 58            | 8.6        | 42            | 6.3        | 72                 | 10.7       |
| St. Mary's             | 1,389         | 408           | 29.4        | 289           | 20.8        | 182           | 13.1        | 141           | 10.2       | 117           | 8.4        | 113           | 8.1        | 139                | 10.0       |
| Somerset               | 317           | 127           | 40.1        | 54            | 17.0        | 30            | 9.5         | 23            | 7.3        | 20            | 6.3        | 29            | 9.1        | 34                 | 10.7       |
| Talbot                 | 409           | 113           | 27.6        | 105           | 25.7        | 44            | 10.8        | 35            | 8.6        | 38            | 9.3        | 37            | 9.0        | 37                 | 9.0        |
| Washington             | 1,905         | 601           | 31.5        | 380           | 19.9        | 234           | 12.3        | 154           | 8.1        | 146           | 7.7        | 168           | 8.8        | 222                | 11.7       |
| Wicomico               | 1,383         | 495           | 35.8        | 236           | 17.1        | 170           | 12.3        | 133           | 9.6        | 110           | 8.0        | 87            | 6.3        | 152                | 11.0       |
| Worcester              | 776           | 212           | 27.3        | 159           | 20.5        | 103           | 13.3        | 88            | 11.3       | 63            | 8.1        | 66            | 8.5        | 85                 | 11.0       |

\* Includes all positions reported in the following tables, as well as staff developers/teacher trainers, other instructional professionals, and health professionals

**Table 11**  
**Number and Percent of Selected Professional Staff\* by Years of Experience**  
**Maryland Public Schools: October 2007**

| 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 |             |
|------------------------|--------------|-------------|-------------|--------------|-------------|---------------|-------------|---------------|-------------|---------------|------------|---------------|------------|--------------------|-------------|
|                        |              | Number      | Percent     | Number       | Percent     | Number        | Percent     | Number        | Percent     | Number        | Percent    | Number        | Percent    | Number             | Percent     |
| <b>Total State</b>     | <b>2,708</b> | <b>503</b>  | <b>18.6</b> | <b>436</b>   | <b>16.1</b> | <b>365</b>    | <b>13.5</b> | <b>288</b>    | <b>10.6</b> | <b>245</b>    | <b>9.0</b> | <b>264</b>    | <b>9.7</b> | <b>607</b>         | <b>22.4</b> |
| Allegany               | 41           | 3           | 7.3         | 2            | 4.9         | 4             | 9.8         | 6             | 14.6        | 3             | 7.3        | 5             | 12.2       | 18                 | 43.9        |
| Anne Arundel           | 155          | 32          | 20.6        | 22           | 14.2        | 16            | 10.3        | 12            | 7.7         | 14            | 9.0        | 18            | 11.6       | 41                 | 26.5        |
| Baltimore City         | 504          | 69          | 13.7        | 126          | 25.0        | 74            | 14.7        | 42            | 8.3         | 28            | 5.6        | 38            | 7.5        | 127                | 25.2        |
| Baltimore              | 259          | 184         | 71.0        | 42           | 16.2        | 26            | 10.0        | 5             | 1.9         | 1             | 0.4        | 1             | 0.4        | 0                  | 0.0         |
| Calvert                | 60           | 4           | 6.7         | 2            | 3.3         | 8             | 13.3        | 12            | 20.0        | 5             | 8.3        | 13            | 21.7       | 16                 | 26.7        |
| Caroline               | 25           | 2           | 8.0         | 1            | 4.0         | 3             | 12.0        | 4             | 16.0        | 4             | 16.0       | 5             | 20.0       | 6                  | 24.0        |
| Carroll                | 88           | 1           | 1.1         | 8            | 9.1         | 10            | 11.4        | 19            | 21.6        | 13            | 14.8       | 7             | 8.0        | 30                 | 34.1        |
| Cecil                  | 53           | 7           | 13.2        | 13           | 24.5        | 4             | 7.5         | 6             | 11.3        | 1             | 1.9        | 10            | 18.9       | 12                 | 22.6        |
| Charles                | 71           | 2           | 2.8         | 9            | 12.7        | 5             | 7.0         | 6             | 8.5         | 9             | 12.7       | 9             | 12.7       | 31                 | 43.7        |
| Dorchester             | 17           | 2           | 11.8        | 3            | 17.6        | 2             | 11.8        | 1             | 5.9         | 1             | 5.9        | 3             | 17.6       | 5                  | 29.4        |
| Frederick              | 114          | 11          | 9.6         | 15           | 13.2        | 15            | 13.2        | 16            | 14.0        | 20            | 17.5       | 11            | 9.6        | 26                 | 22.8        |
| Garrett                | 22           | 1           | 4.5         | 1            | 4.5         | 7             | 31.8        | 1             | 4.5         | 1             | 4.5        | 2             | 9.1        | 9                  | 40.9        |
| Harford                | 119          | 13          | 10.9        | 14           | 11.8        | 26            | 21.8        | 10            | 8.4         | 7             | 5.9        | 15            | 12.6       | 34                 | 28.6        |
| Howard                 | 166          | 27          | 16.3        | 18           | 10.8        | 22            | 13.3        | 27            | 16.3        | 20            | 12.0       | 17            | 10.2       | 35                 | 21.1        |
| Kent                   | 12           | 3           | 25.0        | 0            | 0.0         | 1             | 8.3         | 3             | 25.0        | 2             | 16.7       | 0             | 0.0        | 3                  | 25.0        |
| Montgomery             | 332          | 19          | 5.7         | 41           | 12.3        | 45            | 13.6        | 46            | 13.9        | 48            | 14.5       | 49            | 14.8       | 84                 | 25.3        |
| Prince George's        | 346          | 88          | 25.4        | 66           | 19.1        | 47            | 13.6        | 36            | 10.4        | 36            | 10.4       | 15            | 4.3        | 58                 | 16.8        |
| Queen Anne's           | 28           | 2           | 7.1         | 6            | 21.4        | 4             | 14.3        | 2             | 7.1         | 1             | 3.6        | 3             | 10.7       | 10                 | 35.7        |
| St. Mary's             | 62           | 6           | 9.7         | 9            | 14.5        | 12            | 19.4        | 8             | 12.9        | 6             | 9.7        | 10            | 16.1       | 11                 | 17.7        |
| Somerset               | 16           | 4           | 25.0        | 1            | 6.3         | 2             | 12.5        | 1             | 6.3         | 0             | 0.0        | 2             | 12.5       | 6                  | 37.5        |
| Talbot                 | 51           | 5           | 9.8         | 10           | 19.6        | 3             | 5.9         | 8             | 15.7        | 11            | 21.6       | 8             | 15.7       | 6                  | 11.8        |
| Washington             | 80           | 6           | 7.5         | 18           | 22.5        | 16            | 20.0        | 8             | 10.0        | 7             | 8.8        | 11            | 13.8       | 14                 | 17.5        |
| Wicomico               | 62           | 11          | 17.7        | 7            | 11.3        | 9             | 14.5        | 8             | 12.9        | 3             | 4.8        | 7             | 11.3       | 17                 | 27.4        |
| Worcester              | 25           | 1           | 4.0         | 2            | 8.0         | 4             | 16.0        | 1             | 4.0         | 4             | 16.0       | 5             | 20.0       | 8                  | 32.0        |

\* 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 2007**

| 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 |             |
|------------------------|------------|-------------|-------------|--------------|------------|---------------|------------|---------------|------------|---------------|------------|---------------|-------------|--------------------|-------------|
|                        |            | Number      | Percent     | Number       | Percent    | Number        | Percent    | Number        | Percent    | Number        | Percent    | Number        | Percent     | Number             | Percent     |
| <b>Total State</b>     | <b>145</b> | <b>34</b>   | <b>23.4</b> | <b>10</b>    | <b>6.9</b> | <b>10</b>     | <b>6.9</b> | <b>12</b>     | <b>8.3</b> | <b>10</b>     | <b>6.9</b> | <b>16</b>     | <b>11.0</b> | <b>53</b>          | <b>36.6</b> |
| Allegany               | 3          | 0           | 0.0         | 0            | 0.0        | 0             | 0.0        | 0             | 0.0        | 0             | 0.0        | 1             | 33.3        | 2                  | 66.7        |
| Anne Arundel           | 6          | 0           | 0.0         | 0            | 0.0        | 1             | 16.7       | 0             | 0.0        | 1             | 16.7       | 1             | 16.7        | 3                  | 50.0        |
| Baltimore City         | 21         | 5           | 23.8        | 1            | 4.8        | 0             | 0.0        | 1             | 4.8        | 2             | 9.5        | 2             | 9.5         | 10                 | 47.6        |
| Baltimore              | 23         | 18          | 78.3        | 4            | 17.4       | 1             | 4.3        | 0             | 0.0        | 0             | 0.0        | 0             | 0.0         | 0                  | 0.0         |
| Calvert                | 2          | 0           | 0.0         | 0            | 0.0        | 0             | 0.0        | 0             | 0.0        | 0             | 0.0        | 2             | 100.0       | 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                | 3          | 0           | 0.0         | 1            | 33.3       | 0             | 0.0        | 1             | 33.3       | 0             | 0.0        | 1             | 33.3        | 0                  | 0.0         |
| Cecil                  | 3          | 0           | 0.0         | 0            | 0.0        | 2             | 66.7       | 0             | 0.0        | 0             | 0.0        | 0             | 0.0         | 1                  | 33.3        |
| Charles                | 5          | 0           | 0.0         | 0            | 0.0        | 0             | 0.0        | 0             | 0.0        | 0             | 0.0        | 0             | 0.0         | 5                  | 100.0       |
| Dorchester             | 3          | 1           | 33.3        | 0            | 0.0        | 0             | 0.0        | 0             | 0.0        | 0             | 0.0        | 1             | 33.3        | 1                  | 33.3        |
| Frederick              | 9          | 0           | 0.0         | 0            | 0.0        | 1             | 11.1       | 2             | 22.2       | 1             | 11.1       | 2             | 22.2        | 3                  | 33.3        |
| Garrett                | 1          | 0           | 0.0         | 0            | 0.0        | 0             | 0.0        | 0             | 0.0        | 0             | 0.0        | 0             | 0.0         | 1                  | 100.0       |
| Harford                | 5          | 0           | 0.0         | 1            | 20.0       | 1             | 20.0       | 0             | 0.0        | 0             | 0.0        | 0             | 0.0         | 3                  | 60.0        |
| Howard                 | 6          | 0           | 0.0         | 1            | 16.7       | 0             | 0.0        | 2             | 33.3       | 0             | 0.0        | 0             | 0.0         | 3                  | 50.0        |
| Kent                   | 3          | 1           | 33.3        | 0            | 0.0        | 0             | 0.0        | 1             | 33.3       | 0             | 0.0        | 0             | 0.0         | 1                  | 33.3        |
| Montgomery             | 16         | 0           | 0.0         | 1            | 6.3        | 0             | 0.0        | 4             | 25.0       | 3             | 18.8       | 2             | 12.5        | 6                  | 37.5        |
| Prince George's        | 15         | 6           | 40.0        | 1            | 6.7        | 1             | 6.7        | 1             | 6.7        | 1             | 6.7        | 1             | 6.7         | 4                  | 26.7        |
| Queen Anne's           | 2          | 0           | 0.0         | 0            | 0.0        | 1             | 50.0       | 0             | 0.0        | 0             | 0.0        | 0             | 0.0         | 1                  | 50.0        |
| St. Mary's             | 3          | 1           | 33.3        | 0            | 0.0        | 0             | 0.0        | 0             | 0.0        | 1             | 33.3       | 0             | 0.0         | 1                  | 33.3        |
| Somerset               | 2          | 1           | 50.0        | 0            | 0.0        | 0             | 0.0        | 0             | 0.0        | 0             | 0.0        | 0             | 0.0         | 1                  | 50.0        |
| Talbot                 | 3          | 0           | 0.0         | 0            | 0.0        | 1             | 33.3       | 0             | 0.0        | 0             | 0.0        | 0             | 0.0         | 2                  | 66.7        |
| Washington             | 4          | 0           | 0.0         | 0            | 0.0        | 1             | 25.0       | 0             | 0.0        | 0             | 0.0        | 2             | 50.0        | 1                  | 25.0        |
| Wicomico               | 2          | 0           | 0.0         | 0            | 0.0        | 0             | 0.0        | 0             | 0.0        | 0             | 0.0        | 0             | 0.0         | 2                  | 100.0       |
| Worcester              | 3          | 0           | 0.0         | 0            | 0.0        | 0             | 0.0        | 0             | 0.0        | 0             | 0.0        | 1             | 33.3        | 2                  | 66.7        |

**Table 11b  
Number and Percent of Administrative Office Staff - Directors, Coordinators,  
Supervisors, and Other Administrators by Years of Experience  
Maryland Public Schools: October 2007**

| 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 |             |
|------------------------|--------------|-------------|-------------|--------------|-------------|---------------|-------------|---------------|-------------|---------------|-------------|---------------|-------------|--------------------|-------------|
|                        |              | Number      | Percent     | Number       | Percent     | Number        | Percent     | Number        | Percent     | Number        | Percent     | Number        | Percent     | Number             | Percent     |
| <b>Total State</b>     | <b>1,881</b> | <b>331</b>  | <b>17.6</b> | <b>257</b>   | <b>13.7</b> | <b>234</b>    | <b>12.4</b> | <b>205</b>    | <b>10.9</b> | <b>190</b>    | <b>10.1</b> | <b>202</b>    | <b>10.7</b> | <b>462</b>         | <b>24.6</b> |
| Allegany               | 32           | 3           | 9.4         | 2            | 6.3         | 3             | 9.4         | 4             | 12.5        | 3             | 9.4         | 4             | 12.5        | 13                 | 40.6        |
| Anne Arundel           | 108          | 19          | 17.6        | 16           | 14.8        | 10            | 9.3         | 12            | 11.1        | 9             | 8.3         | 11            | 10.2        | 31                 | 28.7        |
| Baltimore City         | 276          | 40          | 14.5        | 39           | 14.1        | 27            | 9.8         | 14            | 5.1         | 20            | 7.2         | 27            | 9.8         | 109                | 39.5        |
| Baltimore              | 139          | 109         | 78.4        | 19           | 13.7        | 8             | 5.8         | 2             | 1.4         | 1             | 0.7         | 0             | 0.0         | 0                  | 0.0         |
| Calvert                | 52           | 4           | 7.7         | 2            | 3.8         | 8             | 15.4        | 11            | 21.2        | 5             | 9.6         | 9             | 17.3        | 13                 | 25.0        |
| Caroline               | 21           | 1           | 4.8         | 1            | 4.8         | 3             | 14.3        | 3             | 14.3        | 3             | 14.3        | 4             | 19.0        | 6                  | 28.6        |
| Carroll                | 76           | 0           | 0.0         | 4            | 5.3         | 9             | 11.8        | 16            | 21.1        | 13            | 17.1        | 6             | 7.9         | 28                 | 36.8        |
| Cecil                  | 45           | 6           | 13.3        | 12           | 26.7        | 2             | 4.4         | 6             | 13.3        | 1             | 2.2         | 9             | 20.0        | 9                  | 20.0        |
| Charles                | 44           | 2           | 4.5         | 6            | 13.6        | 3             | 6.8         | 3             | 6.8         | 5             | 11.4        | 6             | 13.6        | 19                 | 43.2        |
| Dorchester             | 11           | 1           | 9.1         | 3            | 27.3        | 1             | 9.1         | 1             | 9.1         | 1             | 9.1         | 2             | 18.2        | 2                  | 18.2        |
| Frederick              | 76           | 9           | 11.8        | 11           | 14.5        | 9             | 11.8        | 9             | 11.8        | 11            | 14.5        | 8             | 10.5        | 19                 | 25.0        |
| Garrett                | 18           | 1           | 5.6         | 1            | 5.6         | 6             | 33.3        | 1             | 5.6         | 1             | 5.6         | 1             | 5.6         | 7                  | 38.9        |
| Harford                | 105          | 12          | 11.4        | 13           | 12.4        | 24            | 22.9        | 10            | 9.5         | 5             | 4.8         | 14            | 13.3        | 27                 | 25.7        |
| Howard                 | 140          | 26          | 18.6        | 13           | 9.3         | 18            | 12.9        | 23            | 16.4        | 20            | 14.3        | 15            | 10.7        | 25                 | 17.9        |
| Kent                   | 9            | 2           | 22.2        | 0            | 0.0         | 1             | 11.1        | 2             | 22.2        | 2             | 22.2        | 0             | 0.0         | 2                  | 22.2        |
| Montgomery             | 252          | 19          | 7.5         | 36           | 14.3        | 34            | 13.5        | 33            | 13.1        | 34            | 13.5        | 35            | 13.9        | 61                 | 24.2        |
| Prince George's        | 221          | 50          | 22.6        | 36           | 16.3        | 30            | 13.6        | 24            | 10.9        | 29            | 13.1        | 13            | 5.9         | 39                 | 17.6        |
| Queen Anne's           | 21           | 1           | 4.8         | 4            | 19.0        | 3             | 14.3        | 2             | 9.5         | 1             | 4.8         | 3             | 14.3        | 7                  | 33.3        |
| St. Mary's             | 51           | 5           | 9.8         | 9            | 17.6        | 10            | 19.6        | 7             | 13.7        | 4             | 7.8         | 8             | 15.7        | 8                  | 15.7        |
| Somerset               | 12           | 3           | 25.0        | 0            | 0.0         | 2             | 16.7        | 1             | 8.3         | 0             | 0.0         | 2             | 16.7        | 4                  | 33.3        |
| Talbot                 | 36           | 2           | 5.6         | 6            | 16.7        | 2             | 5.6         | 7             | 19.4        | 9             | 25.0        | 7             | 19.4        | 3                  | 8.3         |
| Washington             | 66           | 6           | 9.1         | 17           | 25.8        | 10            | 15.2        | 6             | 9.1         | 7             | 10.6        | 8             | 12.1        | 12                 | 18.2        |
| Wicomico               | 51           | 9           | 17.6        | 5            | 9.8         | 8             | 15.7        | 7             | 13.7        | 3             | 5.9         | 7             | 13.7        | 12                 | 23.5        |
| Worcester              | 19           | 1           | 5.3         | 2            | 10.5        | 3             | 15.8        | 1             | 5.3         | 3             | 15.8        | 3             | 15.8        | 6                  | 31.6        |

**Table 11c**  
**Number and Percent of Student Personnel - Pupil Personnel Workers and**  
**School Social Workers by Years of Experience**  
**Maryland Public Schools: October 2007**

| 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 |             |
|------------------------|------------|-------------|-------------|--------------|-------------|---------------|-------------|---------------|-------------|---------------|------------|---------------|------------|--------------------|-------------|
|                        |            | Number      | Percent     | Number       | Percent     | Number        | Percent     | Number        | Percent     | Number        | Percent    | Number        | Percent    | Number             | Percent     |
| <b>Total State</b>     | <b>682</b> | <b>138</b>  | <b>20.2</b> | <b>169</b>   | <b>24.8</b> | <b>121</b>    | <b>17.7</b> | <b>71</b>     | <b>10.4</b> | <b>45</b>     | <b>6.6</b> | <b>46</b>     | <b>6.7</b> | <b>92</b>          | <b>13.5</b> |
| Allegany               | 6          | 0           | 0.0         | 0            | 0.0         | 1             | 16.7        | 2             | 33.3        | 0             | 0.0        | 0             | 0.0        | 3                  | 50.0        |
| Anne Arundel           | 41         | 13          | 31.7        | 6            | 14.6        | 5             | 12.2        | 0             | 0.0         | 4             | 9.8        | 6             | 14.6       | 7                  | 17.1        |
| Baltimore City         | 207        | 24          | 11.6        | 86           | 41.5        | 47            | 22.7        | 27            | 13.0        | 6             | 2.9        | 9             | 4.3        | 8                  | 3.9         |
| Baltimore              | 97         | 57          | 58.8        | 19           | 19.6        | 17            | 17.5        | 3             | 3.1         | 0             | 0.0        | 1             | 1.0        | 0                  | 0.0         |
| Calvert                | 6          | 0           | 0.0         | 0            | 0.0         | 0             | 0.0         | 1             | 16.7        | 0             | 0.0        | 2             | 33.3       | 3                  | 50.0        |
| Caroline               | 2          | 0           | 0.0         | 0            | 0.0         | 0             | 0.0         | 1             | 50.0        | 0             | 0.0        | 1             | 50.0       | 0                  | 0.0         |
| Carroll                | 9          | 1           | 11.1        | 3            | 33.3        | 1             | 11.1        | 2             | 22.2        | 0             | 0.0        | 0             | 0.0        | 2                  | 22.2        |
| Cecil                  | 5          | 1           | 20.0        | 1            | 20.0        | 0             | 0.0         | 0             | 0.0         | 0             | 0.0        | 1             | 20.0       | 2                  | 40.0        |
| Charles                | 22         | 0           | 0.0         | 3            | 13.6        | 2             | 9.1         | 3             | 13.6        | 4             | 18.2       | 3             | 13.6       | 7                  | 31.8        |
| Dorchester             | 3          | 0           | 0.0         | 0            | 0.0         | 1             | 33.3        | 0             | 0.0         | 0             | 0.0        | 0             | 0.0        | 2                  | 66.7        |
| Frederick              | 29         | 2           | 6.9         | 4            | 13.8        | 5             | 17.2        | 5             | 17.2        | 8             | 27.6       | 1             | 3.4        | 4                  | 13.8        |
| Garrett                | 3          | 0           | 0.0         | 0            | 0.0         | 1             | 33.3        | 0             | 0.0         | 0             | 0.0        | 1             | 33.3       | 1                  | 33.3        |
| Harford                | 9          | 1           | 11.1        | 0            | 0.0         | 1             | 11.1        | 0             | 0.0         | 2             | 22.2       | 1             | 11.1       | 4                  | 44.4        |
| Howard                 | 20         | 1           | 5.0         | 4            | 20.0        | 4             | 20.0        | 2             | 10.0        | 0             | 0.0        | 2             | 10.0       | 7                  | 35.0        |
| Kent                   | .          | 0           | 0.0         | 0            | 0.0         | 0             | 0.0         | 0             | 0.0         | 0             | 0.0        | 0             | 0.0        | 0                  | 0.0         |
| Montgomery             | 64         | 0           | 0.0         | 4            | 6.3         | 11            | 17.2        | 9             | 14.1        | 11            | 17.2       | 12            | 18.8       | 17                 | 26.6        |
| Prince George's        | 110        | 32          | 29.1        | 29           | 26.4        | 16            | 14.5        | 11            | 10.0        | 6             | 5.5        | 1             | 0.9        | 15                 | 13.6        |
| Queen Anne's           | 5          | 1           | 20.0        | 2            | 40.0        | 0             | 0.0         | 0             | 0.0         | 0             | 0.0        | 0             | 0.0        | 2                  | 40.0        |
| St. Mary's             | 8          | 0           | 0.0         | 0            | 0.0         | 2             | 25.0        | 1             | 12.5        | 1             | 12.5       | 2             | 25.0       | 2                  | 25.0        |
| Somerset               | 2          | 0           | 0.0         | 1            | 50.0        | 0             | 0.0         | 0             | 0.0         | 0             | 0.0        | 0             | 0.0        | 1                  | 50.0        |
| Talbot                 | 12         | 3           | 25.0        | 4            | 33.3        | 0             | 0.0         | 1             | 8.3         | 2             | 16.7       | 1             | 8.3        | 1                  | 8.3         |
| Washington             | 10         | 0           | 0.0         | 1            | 10.0        | 5             | 50.0        | 2             | 20.0        | 0             | 0.0        | 1             | 10.0       | 1                  | 10.0        |
| Wicomico               | 9          | 2           | 22.2        | 2            | 22.2        | 1             | 11.1        | 1             | 11.1        | 0             | 0.0        | 0             | 0.0        | 3                  | 33.3        |
| Worcester              | 3          | 0           | 0.0         | 0            | 0.0         | 1             | 33.3        | 0             | 0.0         | 1             | 33.3       | 1             | 33.3       | 0                  | 0.0         |

**Table 12**  
**Number and Percent of School Principals by Years of Experience**  
**Maryland Public Schools: October 2007**

| 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 |             |
|------------------------|--------------|-------------|-------------|--------------|-------------|---------------|-------------|---------------|-------------|---------------|-------------|---------------|-------------|--------------------|-------------|
|                        |              | Number      | Percent     | Number       | Percent     | Number        | Percent     | Number        | Percent     | Number        | Percent     | Number        | Percent     | Number             | Percent     |
| <b>Total State</b>     | <b>1,407</b> | <b>147</b>  | <b>10.4</b> | <b>152</b>   | <b>10.8</b> | <b>234</b>    | <b>16.6</b> | <b>181</b>    | <b>12.9</b> | <b>145</b>    | <b>10.3</b> | <b>163</b>    | <b>11.6</b> | <b>385</b>         | <b>27.4</b> |
| Allegany               | 22           | 0           | 0.0         | 1            | 4.5         | 3             | 13.6        | 1             | 4.5         | 2             | 9.1         | 6             | 27.3        | 9                  | 40.9        |
| Anne Arundel           | 118          | 1           | 0.8         | 2            | 1.7         | 16            | 13.6        | 13            | 11.0        | 9             | 7.6         | 27            | 22.9        | 50                 | 42.4        |
| Baltimore City         | 185          | 13          | 7.0         | 30           | 16.2        | 25            | 13.5        | 13            | 7.0         | 14            | 7.6         | 15            | 8.1         | 75                 | 40.5        |
| Baltimore              | 167          | 100         | 59.9        | 46           | 27.5        | 20            | 12.0        | 1             | 0.6         | 0             | 0.0         | 0             | 0.0         | 0                  | 0.0         |
| Calvert                | 24           | 0           | 0.0         | 0            | 0.0         | 1             | 4.2         | 5             | 20.8        | 5             | 20.8        | 5             | 20.8        | 8                  | 33.3        |
| Caroline               | 10           | 2           | 20.0        | 0            | 0.0         | 2             | 20.0        | 0             | 0.0         | 2             | 20.0        | 2             | 20.0        | 2                  | 20.0        |
| Carroll                | 42           | 0           | 0.0         | 3            | 7.1         | 4             | 9.5         | 1             | 2.4         | 6             | 14.3        | 6             | 14.3        | 22                 | 52.4        |
| Cecil                  | 30           | 3           | 10.0        | 0            | 0.0         | 3             | 10.0        | 6             | 20.0        | 4             | 13.3        | 5             | 16.7        | 9                  | 30.0        |
| Charles                | 34           | 0           | 0.0         | 1            | 2.9         | 5             | 14.7        | 9             | 26.5        | 6             | 17.6        | 1             | 2.9         | 12                 | 35.3        |
| Dorchester             | 13           | 0           | 0.0         | 2            | 15.4        | 2             | 15.4        | 2             | 15.4        | 1             | 7.7         | 2             | 15.4        | 4                  | 30.8        |
| Frederick              | 63           | 0           | 0.0         | 0            | 0.0         | 10            | 15.9        | 11            | 17.5        | 10            | 15.9        | 10            | 15.9        | 22                 | 34.9        |
| Garrett                | 15           | 0           | 0.0         | 2            | 13.3        | 1             | 6.7         | 3             | 20.0        | 0             | 0.0         | 2             | 13.3        | 7                  | 46.7        |
| Harford                | 53           | 0           | 0.0         | 1            | 1.9         | 9             | 17.0        | 4             | 7.5         | 7             | 13.2        | 8             | 15.1        | 24                 | 45.3        |
| Howard                 | 73           | 1           | 1.4         | 3            | 4.1         | 11            | 15.1        | 14            | 19.2        | 8             | 11.0        | 14            | 19.2        | 22                 | 30.1        |
| Kent                   | 8            | 0           | 0.0         | 1            | 12.5        | 2             | 25.0        | 2             | 25.0        | 1             | 12.5        | 0             | 0.0         | 2                  | 25.0        |
| Montgomery             | 200          | 0           | 0.0         | 12           | 6.0         | 47            | 23.5        | 29            | 14.5        | 30            | 15.0        | 21            | 10.5        | 61                 | 30.5        |
| Prince George's        | 213          | 23          | 10.8        | 37           | 17.4        | 46            | 21.6        | 38            | 17.8        | 23            | 10.8        | 12            | 5.6         | 34                 | 16.0        |
| Queen Anne's           | 13           | 0           | 0.0         | 1            | 7.7         | 2             | 15.4        | 0             | 0.0         | 2             | 15.4        | 6             | 46.2        | 2                  | 15.4        |
| St. Mary's             | 26           | 0           | 0.0         | 0            | 0.0         | 4             | 15.4        | 9             | 34.6        | 5             | 19.2        | 5             | 19.2        | 3                  | 11.5        |
| Somerset               | 8            | 0           | 0.0         | 1            | 12.5        | 2             | 25.0        | 1             | 12.5        | 1             | 12.5        | 2             | 25.0        | 1                  | 12.5        |
| Talbot                 | 9            | 0           | 0.0         | 0            | 0.0         | 4             | 44.4        | 3             | 33.3        | 1             | 11.1        | 1             | 11.1        | 0                  | 0.0         |
| Washington             | 42           | 0           | 0.0         | 6            | 14.3        | 11            | 26.2        | 7             | 16.7        | 4             | 9.5         | 6             | 14.3        | 8                  | 19.0        |
| Wicomico               | 25           | 4           | 16.0        | 3            | 12.0        | 4             | 16.0        | 5             | 20.0        | 3             | 12.0        | 3             | 12.0        | 3                  | 12.0        |
| Worcester              | 14           | 0           | 0.0         | 0            | 0.0         | 0             | 0.0         | 4             | 28.6        | 1             | 7.1         | 4             | 28.6        | 5                  | 35.7        |

**Table 13**  
**Number and Percent of School Vice Principals\* by Years of Experience**  
**Maryland Public Schools: October 2007**

| 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 |             |
|------------------------|--------------|-------------|-------------|--------------|-------------|---------------|-------------|---------------|-------------|---------------|------------|---------------|------------|--------------------|-------------|
|                        |              | Number      | Percent     | Number       | Percent     | Number        | Percent     | Number        | Percent     | Number        | Percent    | Number        | Percent    | Number             | Percent     |
| <b>Total State</b>     | <b>2,189</b> | <b>329</b>  | <b>15.0</b> | <b>504</b>   | <b>23.0</b> | <b>454</b>    | <b>20.7</b> | <b>235</b>    | <b>10.7</b> | <b>174</b>    | <b>7.9</b> | <b>168</b>    | <b>7.7</b> | <b>325</b>         | <b>14.8</b> |
| Allegany               | 21           | 0           | 0.0         | 3            | 14.3        | 5             | 23.8        | 3             | 14.3        | 3             | 14.3       | 3             | 14.3       | 4                  | 19.0        |
| Anne Arundel           | 172          | 15          | 8.7         | 37           | 21.5        | 27            | 15.7        | 11            | 6.4         | 17            | 9.9        | 30            | 17.4       | 35                 | 20.3        |
| Baltimore City         | 365          | 19          | 5.2         | 71           | 19.5        | 50            | 13.7        | 33            | 9.0         | 26            | 7.1        | 33            | 9.0        | 133                | 36.4        |
| Baltimore              | 265          | 186         | 70.2        | 54           | 20.4        | 16            | 6.0         | 5             | 1.9         | 4             | 1.5        | 0             | 0.0        | 0                  | 0.0         |
| Calvert                | 40           | 1           | 2.5         | 6            | 15.0        | 15            | 37.5        | 5             | 12.5        | 4             | 10.0       | 4             | 10.0       | 5                  | 12.5        |
| Caroline               | 12           | 1           | 8.3         | 3            | 25.0        | 3             | 25.0        | 1             | 8.3         | 2             | 16.7       | 2             | 16.7       | 0                  | 0.0         |
| Carroll                | 60           | 2           | 3.3         | 16           | 26.7        | 13            | 21.7        | 10            | 16.7        | 6             | 10.0       | 6             | 10.0       | 7                  | 11.7        |
| Cecil                  | 36           | 4           | 11.1        | 12           | 33.3        | 5             | 13.9        | 4             | 11.1        | 5             | 13.9       | 2             | 5.6        | 4                  | 11.1        |
| Charles                | 68           | 3           | 4.4         | 15           | 22.1        | 18            | 26.5        | 11            | 16.2        | 4             | 5.9        | 9             | 13.2       | 8                  | 11.8        |
| Dorchester             | 12           | 1           | 8.3         | 0            | 0.0         | 3             | 25.0        | 3             | 25.0        | 2             | 16.7       | 1             | 8.3        | 2                  | 16.7        |
| Frederick              | 86           | 1           | 1.2         | 13           | 15.1        | 27            | 31.4        | 15            | 17.4        | 13            | 15.1       | 6             | 7.0        | 11                 | 12.8        |
| Garrett                | 4            | 0           | 0.0         | 0            | 0.0         | 1             | 25.0        | 1             | 25.0        | 0             | 0.0        | 1             | 25.0       | 1                  | 25.0        |
| Harford                | 91           | 0           | 0.0         | 29           | 31.9        | 21            | 23.1        | 13            | 14.3        | 12            | 13.2       | 6             | 6.6        | 10                 | 11.0        |
| Howard                 | 108          | 3           | 2.8         | 18           | 16.7        | 33            | 30.6        | 15            | 13.9        | 15            | 13.9       | 10            | 9.3        | 14                 | 13.0        |
| Kent                   | 4            | 0           | 0.0         | 1            | 25.0        | 1             | 25.0        | 1             | 25.0        | 0             | 0.0        | 1             | 25.0       | 0                  | 0.0         |
| Montgomery             | 294          | 16          | 5.4         | 84           | 28.6        | 74            | 25.2        | 34            | 11.6        | 22            | 7.5        | 27            | 9.2        | 37                 | 12.6        |
| Prince George's        | 405          | 62          | 15.3        | 109          | 26.9        | 97            | 24.0        | 55            | 13.6        | 29            | 7.2        | 15            | 3.7        | 38                 | 9.4         |
| Queen Anne's           | 7            | 0           | 0.0         | 1            | 14.3        | 3             | 42.9        | 1             | 14.3        | 0             | 0.0        | 1             | 14.3       | 1                  | 14.3        |
| St. Mary's             | 37           | 0           | 0.0         | 11           | 29.7        | 8             | 21.6        | 5             | 13.5        | 4             | 10.8       | 4             | 10.8       | 5                  | 13.5        |
| Somerset               | 3            | 0           | 0.0         | 0            | 0.0         | 1             | 33.3        | 1             | 33.3        | 0             | 0.0        | 0             | 0.0        | 1                  | 33.3        |
| Talbot                 | 8            | 0           | 0.0         | 1            | 12.5        | 3             | 37.5        | 1             | 12.5        | 0             | 0.0        | 1             | 12.5       | 2                  | 25.0        |
| Washington             | 41           | 4           | 9.8         | 13           | 31.7        | 16            | 39.0        | 3             | 7.3         | 1             | 2.4        | 1             | 2.4        | 3                  | 7.3         |
| Wicomico               | 34           | 11          | 32.4        | 4            | 11.8        | 11            | 32.4        | 2             | 5.9         | 3             | 8.8        | 3             | 8.8        | 0                  | 0.0         |
| Worcester              | 16           | 0           | 0.0         | 3            | 18.8        | 3             | 18.8        | 2             | 12.5        | 2             | 12.5       | 2             | 12.5       | 4                  | 25.0        |

\* Includes other school-level administrators

**Table 14**  
**Number and Percent of Teachers by Years of Experience**  
**Maryland Public Schools: October 2007**

| 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 |            |
|------------------------|---------------|---------------|-------------|---------------|-------------|---------------|-------------|---------------|------------|---------------|------------|---------------|------------|--------------------|------------|
|                        |               | Number        | Percent     | Number        | Percent     | Number        | Percent     | Number        | Percent    | Number        | Percent    | Number        | Percent    | Number             | Percent    |
| <b>Total State</b>     | <b>60,207</b> | <b>23,615</b> | <b>39.2</b> | <b>13,306</b> | <b>22.1</b> | <b>7,230</b>  | <b>12.0</b> | <b>5,100</b>  | <b>8.5</b> | <b>3,636</b>  | <b>6.0</b> | <b>2,754</b>  | <b>4.6</b> | <b>4,566</b>       | <b>7.6</b> |
| Allegany               | 705           | 155           | 22.0        | 133           | 18.9        | 112           | 15.9        | 81            | 11.5       | 58            | 8.2        | 47            | 6.7        | 119                | 16.9       |
| Anne Arundel           | 5,070         | 1,968         | 38.8        | 1,028         | 20.3        | 654           | 12.9        | 382           | 7.5        | 333           | 6.6        | 285           | 5.6        | 420                | 8.3        |
| Baltimore City         | 5,877         | 2,398         | 40.8        | 1,369         | 23.3        | 530           | 9.0         | 385           | 6.6        | 272           | 4.6        | 220           | 3.7        | 703                | 12.0       |
| Baltimore              | 7,571         | 3,340         | 44.1        | 1,679         | 22.2        | 929           | 12.3        | 606           | 8.0        | 351           | 4.6        | 227           | 3.0        | 439                | 5.8        |
| Calvert                | 1,141         | 263           | 23.0        | 281           | 24.6        | 220           | 19.3        | 156           | 13.7       | 80            | 7.0        | 66            | 5.8        | 75                 | 6.6        |
| Caroline               | 394           | 142           | 36.0        | 72            | 18.3        | 48            | 12.2        | 42            | 10.7       | 35            | 8.9        | 28            | 7.1        | 27                 | 6.9        |
| Carroll                | 1,984         | 602           | 30.3        | 425           | 21.4        | 300           | 15.1        | 198           | 10.0       | 149           | 7.5        | 113           | 5.7        | 197                | 9.9        |
| Cecil                  | 1,177         | 616           | 52.3        | 217           | 18.4        | 77            | 6.5         | 74            | 6.3        | 63            | 5.4        | 68            | 5.8        | 62                 | 5.3        |
| Charles                | 1,732         | 830           | 47.9        | 276           | 15.9        | 137           | 7.9         | 145           | 8.4        | 84            | 4.8        | 126           | 7.3        | 134                | 7.7        |
| Dorchester             | 379           | 164           | 43.3        | 68            | 17.9        | 33            | 8.7         | 25            | 6.6        | 20            | 5.3        | 22            | 5.8        | 47                 | 12.4       |
| Frederick              | 2,751         | 888           | 32.3        | 502           | 18.2        | 395           | 14.4        | 327           | 11.9       | 243           | 8.8        | 168           | 6.1        | 228                | 8.3        |
| Garrett                | 358           | 44            | 12.3        | 64            | 17.9        | 52            | 14.5        | 40            | 11.2       | 65            | 18.2       | 42            | 11.7       | 51                 | 14.2       |
| Harford                | 2,792         | 907           | 32.5        | 651           | 23.3        | 438           | 15.7        | 272           | 9.7        | 183           | 6.6        | 125           | 4.5        | 216                | 7.7        |
| Howard                 | 3,792         | 1,300         | 34.3        | 867           | 22.9        | 547           | 14.4        | 370           | 9.8        | 293           | 7.7        | 196           | 5.2        | 219                | 5.8        |
| Kent                   | 181           | 50            | 27.6        | 22            | 12.2        | 25            | 13.8        | 23            | 12.7       | 17            | 9.4        | 19            | 10.5       | 25                 | 13.8       |
| Montgomery             | 9,991         | 3,269         | 32.7        | 2,372         | 23.7        | 1,460         | 14.6        | 958           | 9.6        | 740           | 7.4        | 477           | 4.8        | 715                | 7.2        |
| Prince George's        | 9,051         | 4,818         | 53.2        | 2,193         | 24.2        | 667           | 7.4         | 566           | 6.3        | 265           | 2.9        | 156           | 1.7        | 386                | 4.3        |
| Queen Anne's           | 513           | 179           | 34.9        | 109           | 21.2        | 80            | 15.6        | 38            | 7.4        | 37            | 7.2        | 27            | 5.3        | 43                 | 8.4        |
| St. Mary's             | 1,027         | 349           | 34.0        | 225           | 21.9        | 126           | 12.3        | 93            | 9.1        | 74            | 7.2        | 74            | 7.2        | 86                 | 8.4        |
| Somerset               | 243           | 105           | 43.2        | 44            | 18.1        | 19            | 7.8         | 14            | 5.8        | 16            | 6.6        | 21            | 8.6        | 24                 | 9.9        |
| Talbot                 | 298           | 97            | 32.6        | 84            | 28.2        | 28            | 9.4         | 22            | 7.4        | 24            | 8.1        | 18            | 6.0        | 25                 | 8.4        |
| Washington             | 1,515         | 560           | 37.0        | 299           | 19.7        | 153           | 10.1        | 119           | 7.9        | 103           | 6.8        | 117           | 7.7        | 164                | 10.8       |
| Wicomico               | 1,081         | 403           | 37.3        | 187           | 17.3        | 127           | 11.7        | 101           | 9.3        | 90            | 8.3        | 66            | 6.1        | 107                | 9.9        |
| Worcester              | 584           | 168           | 28.8        | 139           | 23.8        | 73            | 12.5        | 63            | 10.8       | 41            | 7.0        | 46            | 7.9        | 54                 | 9.2        |



**Table 15**  
**Number and Percent of Therapists by Years of Experience**  
**Maryland Public Schools: October 2007**

| 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 |            |
|------------------------|--------------|-------------|-------------|--------------|-------------|---------------|-------------|---------------|-------------|---------------|-------------|---------------|------------|--------------------|------------|
|                        |              | Number      | Percent     | Number       | Percent     | Number        | Percent     | Number        | Percent     | Number        | Percent     | Number        | Percent    | Number             | Percent    |
| <b>Total State</b>     | <b>1,871</b> | <b>482</b>  | <b>25.8</b> | <b>409</b>   | <b>21.9</b> | <b>234</b>    | <b>12.5</b> | <b>195</b>    | <b>10.4</b> | <b>228</b>    | <b>12.2</b> | <b>173</b>    | <b>9.2</b> | <b>150</b>         | <b>8.0</b> |
| Allegany               | 21           | 0           | 0.0         | 3            | 14.3        | 8             | 38.1        | 2             | 9.5         | 1             | 4.8         | 3             | 14.3       | 4                  | 19.0       |
| Anne Arundel           | 202          | 105         | 52.0        | 30           | 14.9        | 12            | 5.9         | 11            | 5.4         | 9             | 4.5         | 20            | 9.9        | 15                 | 7.4        |
| Baltimore City         | 128          | 37          | 28.9        | 26           | 20.3        | 8             | 6.3         | 9             | 7.0         | 13            | 10.2        | 20            | 15.6       | 15                 | 11.7       |
| Baltimore              | 258          | 95          | 36.8        | 64           | 24.8        | 36            | 14.0        | 16            | 6.2         | 18            | 7.0         | 11            | 4.3        | 18                 | 7.0        |
| Calvert                | 33           | 4           | 12.1        | 11           | 33.3        | 4             | 12.1        | 4             | 12.1        | 6             | 18.2        | 1             | 3.0        | 3                  | 9.1        |
| Caroline               | 6            | 2           | 33.3        | 0            | 0.0         | 0             | 0.0         | 1             | 16.7        | 1             | 16.7        | 1             | 16.7       | 1                  | 16.7       |
| Carroll                | 67           | 7           | 10.4        | 8            | 11.9        | 13            | 19.4        | 13            | 19.4        | 11            | 16.4        | 9             | 13.4       | 6                  | 9.0        |
| Cecil                  | 28           | 14          | 50.0        | 6            | 21.4        | 1             | 3.6         | 4             | 14.3        | 1             | 3.6         | 1             | 3.6        | 1                  | 3.6        |
| Charles                | 41           | 7           | 17.1        | 6            | 14.6        | 4             | 9.8         | 6             | 14.6        | 10            | 24.4        | 6             | 14.6       | 2                  | 4.9        |
| Dorchester             | 4            | 0           | 0.0         | 0            | 0.0         | 0             | 0.0         | 0             | 0.0         | 1             | 25.0        | 1             | 25.0       | 2                  | 50.0       |
| Frederick              | 66           | 12          | 18.2        | 17           | 25.8        | 4             | 6.1         | 7             | 10.6        | 11            | 16.7        | 9             | 13.6       | 6                  | 9.1        |
| Garrett                | 8            | 0           | 0.0         | 1            | 12.5        | 0             | 0.0         | 3             | 37.5        | 0             | 0.0         | 4             | 50.0       | 0                  | 0.0        |
| Harford                | 73           | 11          | 15.1        | 19           | 26.0        | 7             | 9.6         | 9             | 12.3        | 17            | 23.3        | 3             | 4.1        | 7                  | 9.6        |
| Howard                 | 170          | 37          | 21.8        | 35           | 20.6        | 18            | 10.6        | 20            | 11.8        | 28            | 16.5        | 19            | 11.2       | 13                 | 7.6        |
| Kent                   | 1            | 0           | 0.0         | 0            | 0.0         | 0             | 0.0         | 0             | 0.0         | 0             | 0.0         | 1             | 100.0      | 0                  | 0.0        |
| Montgomery             | 459          | 81          | 17.6        | 97           | 21.1        | 71            | 15.5        | 60            | 13.1        | 73            | 15.9        | 36            | 7.8        | 41                 | 8.9        |
| Prince George's        | 215          | 50          | 23.3        | 73           | 34.0        | 36            | 16.7        | 22            | 10.2        | 8             | 3.7         | 17            | 7.9        | 9                  | 4.2        |
| Queen Anne's           | 11           | 3           | 27.3        | 2            | 18.2        | 3             | 27.3        | 0             | 0.0         | 2             | 18.2        | 1             | 9.1        | 0                  | 0.0        |
| St. Mary's             | 26           | 5           | 19.2        | 4            | 15.4        | 4             | 15.4        | 1             | 3.8         | 8             | 30.8        | 2             | 7.7        | 2                  | 7.7        |
| Somerset               | 4            | 1           | 25.0        | 1            | 25.0        | 0             | 0.0         | 2             | 50.0        | 0             | 0.0         | 0             | 0.0        | 0                  | 0.0        |
| Talbot                 | 6            | 2           | 33.3        | 1            | 16.7        | 0             | 0.0         | 0             | 0.0         | 1             | 16.7        | 1             | 16.7       | 1                  | 16.7       |
| Washington             | 15           | 1           | 6.7         | 0            | 0.0         | 2             | 13.3        | 0             | 0.0         | 4             | 26.7        | 7             | 46.7       | 1                  | 6.7        |
| Wicomico               | 15           | 6           | 40.0        | 2            | 13.3        | 0             | 0.0         | 1             | 6.7         | 3             | 20.0        | 0             | 0.0        | 3                  | 20.0       |
| Worcester              | 14           | 2           | 14.3        | 3            | 21.4        | 3             | 21.4        | 4             | 28.6        | 2             | 14.3        | 0             | 0.0        | 0                  | 0.0        |

**Table 16**  
**Number and Percent of Librarians by Years of Experience**  
**Maryland Public Schools: October 2007**

| 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 |             |
|------------------------|--------------|-------------|-------------|--------------|-------------|---------------|-------------|---------------|-------------|---------------|------------|---------------|------------|--------------------|-------------|
|                        |              | Number      | Percent     | Number       | Percent     | Number        | Percent     | Number        | Percent     | Number        | Percent    | Number        | Percent    | Number             | Percent     |
| <b>Total State</b>     | <b>1,240</b> | <b>258</b>  | <b>20.8</b> | <b>246</b>   | <b>19.8</b> | <b>198</b>    | <b>16.0</b> | <b>142</b>    | <b>11.5</b> | <b>122</b>    | <b>9.8</b> | <b>101</b>    | <b>8.1</b> | <b>173</b>         | <b>14.0</b> |
| Allegany               | 21           | 1           | 4.8         | 2            | 9.5         | 4             | 19.0        | 2             | 9.5         | 1             | 4.8        | 4             | 19.0       | 7                  | 33.3        |
| Anne Arundel           | 117          | 26          | 22.2        | 17           | 14.5        | 13            | 11.1        | 17            | 14.5        | 11            | 9.4        | 16            | 13.7       | 17                 | 14.5        |
| Baltimore City         | 106          | 35          | 33.0        | 27           | 25.5        | 7             | 6.6         | 7             | 6.6         | 8             | 7.5        | 3             | 2.8        | 19                 | 17.9        |
| Baltimore              | 167          | 31          | 18.6        | 44           | 26.3        | 24            | 14.4        | 21            | 12.6        | 9             | 5.4        | 12            | 7.2        | 26                 | 15.6        |
| Calvert                | 22           | 1           | 4.5         | 4            | 18.2        | 10            | 45.5        | 3             | 13.6        | 1             | 4.5        | 3             | 13.6       | 0                  | 0.0         |
| Caroline               | 9            | 0           | 0.0         | 1            | 11.1        | 3             | 33.3        | 2             | 22.2        | 1             | 11.1       | 1             | 11.1       | 1                  | 11.1        |
| Carroll                | 42           | 7           | 16.7        | 5            | 11.9        | 11            | 26.2        | 5             | 11.9        | 4             | 9.5        | 4             | 9.5        | 6                  | 14.3        |
| Cecil                  | 27           | 9           | 33.3        | 4            | 14.8        | 6             | 22.2        | 3             | 11.1        | 1             | 3.7        | 2             | 7.4        | 2                  | 7.4         |
| Charles                | 33           | 4           | 12.1        | 5            | 15.2        | 5             | 15.2        | 1             | 3.0         | 5             | 15.2       | 5             | 15.2       | 8                  | 24.2        |
| Dorchester             | 6            | 0           | 0.0         | 3            | 50.0        | 0             | 0.0         | 1             | 16.7        | 0             | 0.0        | 1             | 16.7       | 1                  | 16.7        |
| Frederick              | 59           | 5           | 8.5         | 8            | 13.6        | 11            | 18.6        | 9             | 15.3        | 12            | 20.3       | 6             | 10.2       | 8                  | 13.6        |
| Garrett                | 2            | 0           | 0.0         | 1            | 50.0        | 0             | 0.0         | 0             | 0.0         | 1             | 50.0       | 0             | 0.0        | 0                  | 0.0         |
| Harford                | 64           | 15          | 23.4        | 10           | 15.6        | 14            | 21.9        | 5             | 7.8         | 3             | 4.7        | 5             | 7.8        | 12                 | 18.8        |
| Howard                 | 91           | 24          | 26.4        | 28           | 30.8        | 12            | 13.2        | 8             | 8.8         | 9             | 9.9        | 7             | 7.7        | 3                  | 3.3         |
| 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          | 29          | 14.4        | 33           | 16.4        | 37            | 18.4        | 26            | 12.9        | 32            | 15.9       | 16            | 8.0        | 28                 | 13.9        |
| Prince George's        | 163          | 56          | 34.4        | 39           | 23.9        | 25            | 15.3        | 22            | 13.5        | 6             | 3.7        | 4             | 2.5        | 11                 | 6.7         |
| Queen Anne's           | 11           | 0           | 0.0         | 1            | 9.1         | 3             | 27.3        | 2             | 18.2        | 3             | 27.3       | 0             | 0.0        | 2                  | 18.2        |
| St. Mary's             | 29           | 2           | 6.9         | 4            | 13.8        | 6             | 20.7        | 2             | 6.9         | 4             | 13.8       | 1             | 3.4        | 10                 | 34.5        |
| Somerset               | 6            | 0           | 0.0         | 3            | 50.0        | 0             | 0.0         | 0             | 0.0         | 2             | 33.3       | 0             | 0.0        | 1                  | 16.7        |
| Talbot                 | 7            | 2           | 28.6        | 1            | 14.3        | 0             | 0.0         | 0             | 0.0         | 0             | 0.0        | 3             | 42.9       | 1                  | 14.3        |
| Washington             | 29           | 3           | 10.3        | 2            | 6.9         | 4             | 13.8        | 3             | 10.3        | 6             | 20.7       | 7             | 24.1       | 4                  | 13.8        |
| Wicomico               | 15           | 7           | 46.7        | 3            | 20.0        | 1             | 6.7         | 0             | 0.0         | 1             | 6.7        | 1             | 6.7        | 2                  | 13.3        |
| Worcester              | 12           | 1           | 8.3         | 0            | 0.0         | 2             | 16.7        | 3             | 25.0        | 2             | 16.7       | 0             | 0.0        | 4                  | 33.3        |

**Table 17**  
**Number and Percent of Guidance Counselors by Years of Experience**  
**Maryland Public Schools: October 2007**

| 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 |             |
|------------------------|--------------|-------------|-------------|--------------|-------------|---------------|-------------|---------------|------------|---------------|------------|---------------|------------|--------------------|-------------|
|                        |              | Number      | Percent     | Number       | Percent     | Number        | Percent     | Number        | Percent    | Number        | Percent    | Number        | Percent    | Number             | Percent     |
| <b>Total State</b>     | <b>2,465</b> | <b>676</b>  | <b>27.4</b> | <b>504</b>   | <b>20.4</b> | <b>378</b>    | <b>15.3</b> | <b>245</b>    | <b>9.9</b> | <b>196</b>    | <b>8.0</b> | <b>161</b>    | <b>6.5</b> | <b>305</b>         | <b>12.4</b> |
| Allegany               | 26           | 5           | 19.2        | 4            | 15.4        | 2             | 7.7         | 5             | 19.2       | 3             | 11.5       | 1             | 3.8        | 6                  | 23.1        |
| Anne Arundel           | 215          | 48          | 22.3        | 50           | 23.3        | 32            | 14.9        | 17            | 7.9        | 16            | 7.4        | 26            | 12.1       | 26                 | 12.1        |
| Baltimore City         | 167          | 41          | 24.6        | 30           | 18.0        | 18            | 10.8        | 15            | 9.0        | 14            | 8.4        | 7             | 4.2        | 42                 | 25.1        |
| Baltimore              | 305          | 99          | 32.5        | 70           | 23.0        | 40            | 13.1        | 27            | 8.9        | 22            | 7.2        | 11            | 3.6        | 36                 | 11.8        |
| Calvert                | 43           | 9           | 20.9        | 4            | 9.3         | 7             | 16.3        | 8             | 18.6       | 1             | 2.3        | 3             | 7.0        | 11                 | 25.6        |
| Caroline               | 17           | 2           | 11.8        | 5            | 29.4        | 2             | 11.8        | 0             | 0.0        | 2             | 11.8       | 2             | 11.8       | 4                  | 23.5        |
| Carroll                | 89           | 25          | 28.1        | 17           | 19.1        | 14            | 15.7        | 13            | 14.6       | 6             | 6.7        | 9             | 10.1       | 5                  | 5.6         |
| Cecil                  | 50           | 16          | 32.0        | 15           | 30.0        | 6             | 12.0        | 5             | 10.0       | 1             | 2.0        | 4             | 8.0        | 3                  | 6.0         |
| Charles                | 75           | 27          | 36.0        | 13           | 17.3        | 6             | 8.0         | 10            | 13.3       | 4             | 5.3        | 4             | 5.3        | 11                 | 14.7        |
| Dorchester             | 14           | 3           | 21.4        | 2            | 14.3        | 0             | 0.0         | 0             | 0.0        | 2             | 14.3       | 4             | 28.6       | 3                  | 21.4        |
| Frederick              | 112          | 23          | 20.5        | 13           | 11.6        | 16            | 14.3        | 20            | 17.9       | 19            | 17.0       | 11            | 9.8        | 10                 | 8.9         |
| Garrett                | 13           | 1           | 7.7         | 1            | 7.7         | 3             | 23.1        | 1             | 7.7        | 4             | 30.8       | 0             | 0.0        | 3                  | 23.1        |
| Harford                | 102          | 19          | 18.6        | 16           | 15.7        | 26            | 25.5        | 17            | 16.7       | 4             | 3.9        | 6             | 5.9        | 14                 | 13.7        |
| Howard                 | 143          | 33          | 23.1        | 24           | 16.8        | 25            | 17.5        | 14            | 9.8        | 20            | 14.0       | 17            | 11.9       | 10                 | 7.0         |
| Kent                   | 10           | 1           | 10.0        | 3            | 30.0        | 1             | 10.0        | 0             | 0.0        | 2             | 20.0       | 1             | 10.0       | 2                  | 20.0        |
| Montgomery             | 482          | 119         | 24.7        | 106          | 22.0        | 81            | 16.8        | 43            | 8.9        | 43            | 8.9        | 26            | 5.4        | 64                 | 13.3        |
| Prince George's        | 385          | 143         | 37.1        | 98           | 25.5        | 57            | 14.8        | 31            | 8.1        | 18            | 4.7        | 6             | 1.6        | 32                 | 8.3         |
| Queen Anne's           | 19           | 4           | 21.1        | 3            | 15.8        | 3             | 15.8        | 3             | 15.8       | 3             | 15.8       | 1             | 5.3        | 2                  | 10.5        |
| St. Mary's             | 42           | 15          | 35.7        | 7            | 16.7        | 8             | 19.0        | 4             | 9.5        | 1             | 2.4        | 6             | 14.3       | 1                  | 2.4         |
| Somerset               | 9            | 3           | 33.3        | 1            | 11.1        | 2             | 22.2        | 2             | 22.2       | 0             | 0.0        | 1             | 11.1       | 0                  | 0.0         |
| Talbot                 | 17           | 2           | 11.8        | 4            | 23.5        | 4             | 23.5        | 0             | 0.0        | 1             | 5.9        | 5             | 29.4       | 1                  | 5.9         |
| Washington             | 54           | 19          | 35.2        | 8            | 14.8        | 11            | 20.4        | 3             | 5.6        | 4             | 7.4        | 3             | 5.6        | 6                  | 11.1        |
| Wicomico               | 55           | 15          | 27.3        | 9            | 16.4        | 9             | 16.4        | 4             | 7.3        | 3             | 5.5        | 5             | 9.1        | 10                 | 18.2        |
| Worcester              | 21           | 4           | 19.0        | 1            | 4.8         | 5             | 23.8        | 3             | 14.3       | 3             | 14.3       | 2             | 9.5        | 3                  | 14.3        |

**Table 18**  
**Number and Percent of Psychological Personnel by Years of Experience**  
**Maryland Public Schools: October 2007**

| 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 |            |
|------------------------|------------|-------------|-------------|--------------|-------------|---------------|-------------|---------------|------------|---------------|------------|---------------|------------|--------------------|------------|
|                        |            | Number      | Percent     | Number       | Percent     | Number        | Percent     | Number        | Percent    | Number        | Percent    | Number        | Percent    | Number             | Percent    |
| <b>Total State</b>     | <b>737</b> | <b>244</b>  | <b>33.1</b> | <b>171</b>   | <b>23.2</b> | <b>109</b>    | <b>14.8</b> | <b>56</b>     | <b>7.6</b> | <b>49</b>     | <b>6.6</b> | <b>47</b>     | <b>6.4</b> | <b>61</b>          | <b>8.3</b> |
| Allegany               | 6          | 3           | 50.0        | 1            | 16.7        | 0             | 0.0         | 0             | 0.0        | 1             | 16.7       | 1             | 16.7       | 0                  | 0.0        |
| Anne Arundel           | 64         | 24          | 37.5        | 12           | 18.8        | 4             | 6.3         | 7             | 10.9       | 5             | 7.8        | 5             | 7.8        | 7                  | 10.9       |
| Baltimore City         | 121        | 30          | 24.8        | 38           | 31.4        | 19            | 15.7        | 7             | 5.8        | 13            | 10.7       | 5             | 4.1        | 9                  | 7.4        |
| Baltimore              | 89         | 25          | 28.1        | 29           | 32.6        | 21            | 23.6        | 7             | 7.9        | 3             | 3.4        | 3             | 3.4        | 1                  | 1.1        |
| Calvert                | 15         | 4           | 26.7        | 2            | 13.3        | 5             | 33.3        | 1             | 6.7        | 1             | 6.7        | 0             | 0.0        | 2                  | 13.3       |
| Caroline               | 6          | 5           | 83.3        | 0            | 0.0         | 0             | 0.0         | 0             | 0.0        | 1             | 16.7       | 0             | 0.0        | 0                  | 0.0        |
| Carroll                | 17         | 6           | 35.3        | 1            | 5.9         | 3             | 17.6        | 4             | 23.5       | 1             | 5.9        | 1             | 5.9        | 1                  | 5.9        |
| Cecil                  | 8          | 5           | 62.5        | 1            | 12.5        | 1             | 12.5        | 1             | 12.5       | 0             | 0.0        | 0             | 0.0        | 0                  | 0.0        |
| Charles                | 30         | 15          | 50.0        | 7            | 23.3        | 2             | 6.7         | 2             | 6.7        | 3             | 10.0       | 1             | 3.3        | 0                  | 0.0        |
| Dorchester             | 3          | 2           | 66.7        | 0            | 0.0         | 1             | 33.3        | 0             | 0.0        | 0             | 0.0        | 0             | 0.0        | 0                  | 0.0        |
| Frederick              | 24         | 6           | 25.0        | 4            | 16.7        | 8             | 33.3        | 1             | 4.2        | 2             | 8.3        | 2             | 8.3        | 1                  | 4.2        |
| Garrett                | 2          | 1           | 50.0        | 1            | 50.0        | 0             | 0.0         | 0             | 0.0        | 0             | 0.0        | 0             | 0.0        | 0                  | 0.0        |
| Harford                | 32         | 13          | 40.6        | 5            | 15.6        | 6             | 18.8        | 2             | 6.3        | 1             | 3.1        | 3             | 9.4        | 2                  | 6.3        |
| Howard                 | 67         | 24          | 35.8        | 21           | 31.3        | 9             | 13.4        | 2             | 3.0        | 2             | 3.0        | 6             | 9.0        | 3                  | 4.5        |
| Kent                   | 3          | 2           | 66.7        | 0            | 0.0         | 0             | 0.0         | 1             | 33.3       | 0             | 0.0        | 0             | 0.0        | 0                  | 0.0        |
| Montgomery             | 107        | 14          | 13.1        | 20           | 18.7        | 16            | 15.0        | 9             | 8.4        | 12            | 11.2       | 13            | 12.1       | 23                 | 21.5       |
| Prince George's        | 101        | 51          | 50.5        | 24           | 23.8        | 11            | 10.9        | 6             | 5.9        | 1             | 1.0        | 3             | 3.0        | 5                  | 5.0        |
| Queen Anne's           | 6          | 2           | 33.3        | 1            | 16.7        | 0             | 0.0         | 0             | 0.0        | 2             | 33.3       | 0             | 0.0        | 1                  | 16.7       |
| St. Mary's             | 9          | 2           | 22.2        | 2            | 22.2        | 1             | 11.1        | 2             | 22.2       | 0             | 0.0        | 0             | 0.0        | 2                  | 22.2       |
| Somerset               | 3          | 1           | 33.3        | 0            | 0.0         | 1             | 33.3        | 1             | 33.3       | 0             | 0.0        | 0             | 0.0        | 0                  | 0.0        |
| Talbot                 | 2          | 0           | 0.0         | 1            | 50.0        | 0             | 0.0         | 0             | 0.0        | 0             | 0.0        | 0             | 0.0        | 1                  | 50.0       |
| Washington             | 11         | 2           | 18.2        | 1            | 9.1         | 1             | 9.1         | 2             | 18.2       | 0             | 0.0        | 3             | 27.3       | 2                  | 18.2       |
| Wicomico               | 8          | 6           | 75.0        | 0            | 0.0         | 0             | 0.0         | 1             | 12.5       | 1             | 12.5       | 0             | 0.0        | 0                  | 0.0        |
| Worcester              | 3          | 1           | 33.3        | 0            | 0.0         | 0             | 0.0         | 0             | 0.0        | 0             | 0.0        | 1             | 33.3       | 1                  | 33.3       |