



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

## **October 2004**

**Maryland State Department of Education  
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## **Introduction**

The following tables present characteristics of professional staff employed in Maryland public schools as of October 2004. The data were obtained from two sources: employment records provided to the Division of Accountability and Assessment from local education agencies in Maryland (October 2004) and teacher certification records maintained by the Division of Certification and Accreditation (April 2005). Professional staff include: principals and assistant principals, teachers, librarians, guidance counselors, and psychologists who are employed on a regular contract. Substitutes and hourly employees are excluded. This report does not include staff holding a Professional Eligibility Certificate.

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

Table 1  
 Total Certified Professional Staff at School Level  
 By Type of Degree  
 Maryland Public Schools: October 2004

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2-3 Years College		Fewer Than 2 Years College	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	59,061	637	1.1	9,743	16.5	17,513	29.7	12,626	21.4	18,300	31.0	35	0.1	207	0.4
Allegany	759	3	0.4	19	2.5	372	49.0	189	24.9	165	21.7	2	0.3	9	1.2
Anne Arundel	5,056	34	0.7	470	9.3	1,892	37.4	1,180	23.3	1,454	28.8	3	0.1	23	0.5
Baltimore City	5,349	82	1.5	1,046	19.6	1,147	21.4	1,304	24.4	1,734	32.4	10	0.2	26	0.5
Edison Schools Baltimore	103	2	1.9	4	3.9	17	16.5	9	8.7	70	68.0	0	0.0	1	1.0
Calvert	1,169	15	1.3	22	1.9	496	42.4	0	0.0	626	53.6	1	0.1	9	0.8
Caroline	397	4	1.0	16	4.0	172	43.3	84	21.2	121	30.5	0	0.0	0	0.0
Carroll	1,910	13	0.7	212	11.1	643	33.7	342	17.9	692	36.2	1	0.1	7	0.4
Cecil	1,177	2	0.2	41	3.5	270	22.9	208	17.7	652	55.4	0	0.0	4	0.3
Charles	1,533	11	0.7	60	3.9	571	37.2	316	20.6	570	37.2	1	0.1	4	0.3
Dorchester	338	3	0.9	37	10.9	112	33.1	41	12.1	137	40.5	1	0.3	7	2.1
Frederick	2,802	23	0.8	595	21.2	704	25.1	655	23.4	811	28.9	5	0.2	9	0.3
Garrett	400	1	0.3	34	8.5	185	46.3	103	25.8	70	17.5	1	0.3	6	1.5
Harford	2,620	15	0.6	359	13.7	1,073	41.0	235	9.0	929	35.5	0	0.0	9	0.3
Howard	3,466	48	1.4	360	10.4	1,590	45.9	696	20.1	771	22.2	0	0.0	1	0.0
Kent	181	0	0.0	41	22.7	59	32.6	11	6.1	70	38.7	0	0.0	0	0.0
Montgomery	9,977	117	1.2	2,666	26.7	1,892	19.0	3,538	35.5	1,709	17.1	0	0.0	55	0.6
Prince George's	8,422	137	1.6	961	11.4	1,730	20.5	2,221	26.4	3,356	39.8	7	0.1	10	0.1
Queen Anne's	517	4	0.8	14	2.7	182	35.2	103	19.9	212	41.0	0	0.0	2	0.4
St. Mary's	1,073	7	0.7	0	0.0	432	40.3	1	0.1	626	58.3	2	0.2	5	0.5
Somerset	217	1	0.5	7	3.2	60	27.6	61	28.1	88	40.6	0	0.0	0	0.0
Talbot	331	4	1.2	31	9.4	122	36.9	33	10.0	139	42.0	0	0.0	2	0.6
Washington	1,395	6	0.4	57	4.1	566	40.6	366	26.2	394	28.2	0	0.0	6	0.4
Wicomico	1,107	12	1.1	167	15.1	292	26.4	238	21.5	397	35.9	0	0.0	1	0.1
Worcester	582	8	1.4	87	14.9	238	40.9	89	15.3	151	25.9	0	0.0	9	1.5

Table 1a

Total Certified Professional Staff at Elementary School Level  
By Type of Degree  
Maryland Public Schools: October 2004

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2-3 Years College		Fewer Than 2 Years College	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	27,330	215	0.8	4,110	15.0	8,084	29.6	5,913	21.6	8,970	32.8	1	0.0	37	0.1
Allegany	317	1	0.3	6	1.9	160	50.5	64	20.2	86	27.1	0	0.0	0	0.0
Anne Arundel	2,320	8	0.3	185	8.0	890	38.4	544	23.4	693	29.9	0	0.0	0	0.0
Baltimore City	2,083	25	1.2	322	15.5	440	21.1	567	27.2	728	34.9	0	0.0	1	0.0
Edison Schools Baltimore	103	2	1.9	4	3.9	17	16.5	9	8.7	70	68.0	0	0.0	1	1.0
	3,683	28	0.8	1,112	30.2	1,206	32.7	262	7.1	1,074	29.2	0	0.0	1	0.0
Calvert	494	9	1.8	7	1.4	209	42.3	0	0.0	269	54.5	0	0.0	0	0.0
Caroline	189	0	0.0	4	2.1	87	46.0	36	19.0	62	32.8	0	0.0	0	0.0
Carroll	829	8	1.0	74	8.9	272	32.8	144	17.4	331	39.9	0	0.0	0	0.0
Cecil	519	0	0.0	17	3.3	109	21.0	100	19.3	293	56.5	0	0.0	0	0.0
Charles	692	3	0.4	18	2.6	228	32.9	134	19.4	309	44.7	0	0.0	0	0.0
Dorchester	163	2	1.2	16	9.8	57	35.0	16	9.8	72	44.2	0	0.0	0	0.0
Frederick	1,292	8	0.6	240	18.6	366	28.3	304	23.5	374	28.9	0	0.0	0	0.0
Garrett	201	0	0.0	16	8.0	93	46.3	51	25.4	41	20.4	0	0.0	0	0.0
Harford	1,306	8	0.6	170	13.0	564	43.2	121	9.3	443	33.9	0	0.0	0	0.0
Howard	1,520	9	0.6	132	8.7	712	46.8	300	19.7	367	24.1	0	0.0	0	0.0
Kent	69	0	0.0	11	15.9	30	43.5	10	14.5	18	26.1	0	0.0	0	0.0
Montgomery	4,758	43	0.9	1,179	24.8	848	17.8	1,686	35.4	970	20.4	0	0.0	32	0.7
Prince George's	4,342	49	1.1	444	10.2	888	20.5	1,128	26.0	1,830	42.1	1	0.0	2	0.0
Queen Anne's	237	1	0.4	5	2.1	75	31.6	55	23.2	101	42.6	0	0.0	0	0.0
St. Mary's	510	4	0.8	0	0.0	212	41.6	0	0.0	294	57.6	0	0.0	0	0.0
Somerset	114	0	0.0	2	1.8	36	31.6	22	19.3	54	47.4	0	0.0	0	0.0
Talbot	157	0	0.0	14	8.9	57	36.3	19	12.1	67	42.7	0	0.0	0	0.0
Washington	628	2	0.3	22	3.5	266	42.4	176	28.0	162	25.8	0	0.0	0	0.0
Wicomico	542	3	0.6	79	14.6	144	26.6	124	22.9	192	35.4	0	0.0	0	0.0
Worcester	262	2	0.8	31	11.8	118	45.0	41	15.6	70	26.7	0	0.0	0	0.0

Table 1b  
 Total Certified Professional Staff at Middle and Combined School Level  
 By Type of Degree  
 Maryland Public Schools: October 2004

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2-3 Years College		Fewer Than 2 Years College	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	14,965	155	1.0	2,526	16.9	4,475	29.9	3,117	20.8	4,677	31.3	4	0.0	11	0.1
Allegany	208	1	0.5	5	2.4	111	53.4	52	25.0	39	18.8	0	0.0	0	0.0
Anne Arundel	1,301	8	0.6	132	10.1	477	36.7	305	23.4	379	29.1	0	0.0	0	0.0
Baltimore City	1,890	32	1.7	386	20.4	420	22.2	420	22.2	630	33.3	1	0.1	1	0.1
Edison Schools	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore	2,027	17	0.8	586	28.9	670	33.1	131	6.5	622	30.7	0	0.0	1	0.0
Calvert	306	3	1.0	5	1.6	144	47.1	0	0.0	154	50.3	0	0.0	0	0.0
Caroline	95	2	2.1	4	4.2	37	38.9	22	23.2	30	31.6	0	0.0	0	0.0
Carroll	486	2	0.4	60	12.3	161	33.1	94	19.3	169	34.8	0	0.0	0	0.0
Cecil	295	0	0.0	10	3.4	67	22.7	43	14.6	175	59.3	0	0.0	0	0.0
Charles	383	4	1.0	20	5.2	163	42.6	71	18.5	125	32.6	0	0.0	0	0.0
Dorchester	78	0	0.0	9	11.5	26	33.3	7	9.0	36	46.2	0	0.0	0	0.0
Frederick	732	4	0.5	165	22.5	165	22.5	168	23.0	228	31.1	1	0.1	1	0.1
Garrett	86	1	1.2	10	11.6	43	50.0	24	27.9	8	9.3	0	0.0	0	0.0
Harford	644	3	0.5	98	15.2	254	39.4	55	8.5	234	36.3	0	0.0	0	0.0
Howard	951	10	1.1	102	10.7	432	45.4	194	20.4	212	22.3	0	0.0	1	0.1
Kent	55	0	0.0	18	32.7	13	23.6	1	1.8	23	41.8	0	0.0	0	0.0
Montgomery	2,409	31	1.3	670	27.8	484	20.1	869	36.1	348	14.4	0	0.0	7	0.3
Prince George's	1,779	27	1.5	168	9.4	389	21.9	459	25.8	734	41.3	2	0.1	0	0.0
Queen Anne's	128	1	0.8	4	3.1	47	36.7	26	20.3	50	39.1	0	0.0	0	0.0
St. Mary's	254	1	0.4	0	0.0	99	39.0	0	0.0	154	60.6	0	0.0	0	0.0
Somerset	26	0	0.0	0	0.0	4	15.4	8	30.8	14	53.8	0	0.0	0	0.0
Talbot	100	1	1.0	7	7.0	39	39.0	10	10.0	43	43.0	0	0.0	0	0.0
Washington	372	1	0.3	11	3.0	134	36.0	98	26.3	128	34.4	0	0.0	0	0.0
Wicomico	219	3	1.4	35	16.0	48	21.9	38	17.4	95	43.4	0	0.0	0	0.0
Worcester	141	3	2.1	21	14.9	48	34.0	22	15.6	47	33.3	0	0.0	0	0.0

Table 1c  
 Total Certified Professional Staff at Secondary School Level  
 By Type of Degree  
 Maryland Public Schools: October 2004

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2-3 Years College		Fewer Than 2 Years College	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	16,766	267	1.6	3,107	18.5	4,954	29.5	3,596	21.4	4,653	27.8	30	0.2	159	0.9
Allegany	234	1	0.4	8	3.4	101	43.2	73	31.2	40	17.1	2	0.9	9	3.8
Anne Arundel	1,435	18	1.3	153	10.7	525	36.6	331	23.1	382	26.6	3	0.2	23	1.6
Baltimore City	1,376	25	1.8	338	24.6	287	20.9	317	23.0	376	27.3	9	0.7	24	1.7
Edison Schools	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore	2,470	40	1.6	739	29.9	820	33.2	210	8.5	660	26.7	1	0.0	0	0.0
Calvert	369	3	0.8	10	2.7	143	38.8	0	0.0	203	55.0	1	0.3	9	2.4
Caroline	113	2	1.8	8	7.1	48	42.5	26	23.0	29	25.7	0	0.0	0	0.0
Carroll	595	3	0.5	78	13.1	210	35.3	104	17.5	192	32.3	1	0.2	7	1.2
Cecil	363	2	0.6	14	3.9	94	25.9	65	17.9	184	50.7	0	0.0	4	1.1
Charles	458	4	0.9	22	4.8	180	39.3	111	24.2	136	29.7	1	0.2	4	0.9
Dorchester	97	1	1.0	12	12.4	29	29.9	18	18.6	29	29.9	1	1.0	7	7.2
Frederick	778	11	1.4	190	24.4	173	22.2	183	23.5	209	26.9	4	0.5	8	1.0
Garrett	113	0	0.0	8	7.1	49	43.4	28	24.8	21	18.6	1	0.9	6	5.3
Harford	670	4	0.6	91	13.6	255	38.1	59	8.8	252	37.6	0	0.0	9	1.3
Howard	995	29	2.9	126	12.7	446	44.8	202	20.3	192	19.3	0	0.0	0	0.0
Kent	57	0	0.0	12	21.1	16	28.1	0	0.0	29	50.9	0	0.0	0	0.0
Montgomery	2,810	43	1.5	817	29.1	560	19.9	983	35.0	391	13.9	0	0.0	16	0.6
Prince George's	2,301	61	2.7	349	15.2	453	19.7	634	27.6	792	34.4	4	0.2	8	0.3
Queen Anne's	152	2	1.3	5	3.3	60	39.5	22	14.5	61	40.1	0	0.0	2	1.3
St. Mary's	309	2	0.6	0	0.0	121	39.2	1	0.3	178	57.6	2	0.6	5	1.6
Somerset	77	1	1.3	5	6.5	20	26.0	31	40.3	20	26.0	0	0.0	0	0.0
Talbot	74	3	4.1	10	13.5	26	35.1	4	5.4	29	39.2	0	0.0	2	2.7
Washington	395	3	0.8	24	6.1	166	42.0	92	23.3	104	26.3	0	0.0	6	1.5
Wicomico	346	6	1.7	53	15.3	100	28.9	76	22.0	110	31.8	0	0.0	1	0.3
Worcester	179	3	1.7	35	19.6	72	40.2	26	14.5	34	19.0	0	0.0	9	5.0



Table 2  
 Total New Certified Professional Staff\* at School Level  
 By Type of Degree  
 Maryland Public Schools: October 2004

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2-3 Years College		Fewer Than 2 Years College	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	2,119	12	0.6	68	3.2	419	19.8	55	2.6	1,538	72.6	2	0.1	25	1.2
Allegany	29	0	0.0	0	0.0	5	17.2	0	0.0	24	82.8	0	0.0	0	0.0
Anne Arundel	260	0	0.0	4	1.5	68	26.2	0	0.0	187	71.9	0	0.0	1	0.4
Baltimore City	66	0	0.0	0	0.0	13	19.7	1	1.5	52	78.8	0	0.0	0	0.0
Edison Schools Baltimore	8	1	12.5	0	0.0	0	0.0	0	0.0	7	87.5	0	0.0	0	0.0
Baltimore	582	4	0.7	34	5.8	153	26.3	6	1.0	385	66.2	0	0.0	0	0.0
Calvert	58	1	1.7	0	0.0	13	22.4	0	0.0	43	74.1	0	0.0	1	1.7
Caroline	22	0	0.0	0	0.0	3	13.6	0	0.0	19	86.4	0	0.0	0	0.0
Carroll	7	0	0.0	1	14.3	1	14.3	0	0.0	5	71.4	0	0.0	0	0.0
Cecil	82	0	0.0	0	0.0	13	15.9	0	0.0	69	84.1	0	0.0	0	0.0
Charles	38	0	0.0	0	0.0	4	10.5	0	0.0	34	89.5	0	0.0	0	0.0
Dorchester	7	0	0.0	0	0.0	0	0.0	0	0.0	7	100.0	0	0.0	0	0.0
Frederick	125	2	1.6	0	0.0	27	21.6	2	1.6	93	74.4	1	0.8	0	0.0
Garrett	17	0	0.0	1	5.9	3	17.6	0	0.0	11	64.7	1	5.9	1	5.9
Harford	117	0	0.0	0	0.0	24	20.5	0	0.0	93	79.5	0	0.0	0	0.0
Howard	23	0	0.0	0	0.0	3	13.0	2	8.7	18	78.3	0	0.0	0	0.0
Kent	3	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	0	0.0	0	0.0
Montgomery	312	1	0.3	23	7.4	61	19.6	28	9.0	178	57.1	0	0.0	21	6.7
Prince George's	140	3	2.1	5	3.6	6	4.3	15	10.7	111	79.3	0	0.0	0	0.0
Queen Anne's	30	0	0.0	0	0.0	4	13.3	1	3.3	25	83.3	0	0.0	0	0.0
St. Mary's	33	0	0.0	0	0.0	7	21.2	0	0.0	26	78.8	0	0.0	0	0.0
Somerset	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	10	0	0.0	0	0.0	2	20.0	0	0.0	8	80.0	0	0.0	0	0.0
Washington	29	0	0.0	0	0.0	6	20.7	0	0.0	22	75.9	0	0.0	1	3.4
Wicomico	102	0	0.0	0	0.0	1	1.0	0	0.0	101	99.0	0	0.0	0	0.0
Worcester	19	0	0.0	0	0.0	2	10.5	0	0.0	17	89.5	0	0.0	0	0.0

\* Includes staff who were hired between October 16, 2003 and October 15, 2004.

Table 2a  
 Total New Certified Professional Staff\* at Elementary School Level  
 By Type of Degree  
 Maryland Public Schools: October 2004

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2-3 Years College		Fewer Than 2 Years College	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	1,025	3	0.3	39	3.8	164	16.0	24	2.3	777	75.8	0	0.0	18	1.8
Allegany	16	0	0.0	0	0.0	2	12.5	0	0.0	14	87.5	0	0.0	0	0.0
Anne Arundel	125	0	0.0	2	1.6	28	22.4	0	0.0	95	76.0	0	0.0	0	0.0
Baltimore City	23	0	0.0	0	0.0	4	17.4	0	0.0	19	82.6	0	0.0	0	0.0
Edison Schools Baltimore	8	1	12.5	0	0.0	0	0.0	0	0.0	7	87.5	0	0.0	0	0.0
Baltimore	263	1	0.4	20	7.6	50	19.0	4	1.5	188	71.5	0	0.0	0	0.0
Calvert	17	0	0.0	0	0.0	3	17.6	0	0.0	14	82.4	0	0.0	0	0.0
Caroline	14	0	0.0	0	0.0	2	14.3	0	0.0	12	85.7	0	0.0	0	0.0
Carroll	3	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	0	0.0	0	0.0
Cecil	28	0	0.0	0	0.0	7	25.0	0	0.0	21	75.0	0	0.0	0	0.0
Charles	35	0	0.0	0	0.0	4	11.4	0	0.0	31	88.6	0	0.0	0	0.0
Dorchester	4	0	0.0	0	0.0	0	0.0	0	0.0	4	100.0	0	0.0	0	0.0
Frederick	60	1	1.7	0	0.0	10	16.7	2	3.3	47	78.3	0	0.0	0	0.0
Garrett	4	0	0.0	1	25.0	0	0.0	0	0.0	3	75.0	0	0.0	0	0.0
Harford	58	0	0.0	0	0.0	13	22.4	0	0.0	45	77.6	0	0.0	0	0.0
Howard	7	0	0.0	0	0.0	1	14.3	0	0.0	6	85.7	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	202	0	0.0	14	6.9	29	14.4	11	5.4	130	64.4	0	0.0	18	8.9
Prince George's	61	0	0.0	2	3.3	3	4.9	7	11.5	49	80.3	0	0.0	0	0.0
Queen Anne's	11	0	0.0	0	0.0	0	0.0	0	0.0	11	100.0	0	0.0	0	0.0
St. Mary's	16	0	0.0	0	0.0	3	18.8	0	0.0	13	81.3	0	0.0	0	0.0
Somerset	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	3	0	0.0	0	0.0	1	33.3	0	0.0	2	66.7	0	0.0	0	0.0
Washington	12	0	0.0	0	0.0	2	16.7	0	0.0	10	83.3	0	0.0	0	0.0
Wicomico	45	0	0.0	0	0.0	1	2.2	0	0.0	44	97.8	0	0.0	0	0.0
Worcester	10	0	0.0	0	0.0	1	10.0	0	0.0	9	90.0	0	0.0	0	0.0

\* Includes staff who were hired between October 16, 2003 and October 15, 2004.

Table 2b  
 Total New Certified Professional Staff\* at Middle and Combined School Level  
 By Type of Degree  
 Maryland Public Schools: October 2004

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2-3 Years College		Fewer Than 2 Years College	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	504	3	0.6	13	2.6	120	23.8	15	3.0	351	69.6	1	0.2	1	0.2
Allegany	5	0	0.0	0	0.0	1	20.0	0	0.0	4	80.0	0	0.0	0	0.0
Anne Arundel	58	0	0.0	0	0.0	17	29.3	0	0.0	41	70.7	0	0.0	0	0.0
Baltimore City	24	0	0.0	0	0.0	5	20.8	1	4.2	18	75.0	0	0.0	0	0.0
Edison Schools Baltimore	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore	153	1	0.7	9	5.9	46	30.1	1	0.7	96	62.7	0	0.0	0	0.0
Calvert	13	1	7.7	0	0.0	2	15.4	0	0.0	10	76.9	0	0.0	0	0.0
Caroline	5	0	0.0	0	0.0	0	0.0	0	0.0	5	100.0	0	0.0	0	0.0
Carroll	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Cecil	17	0	0.0	0	0.0	1	5.9	0	0.0	16	94.1	0	0.0	0	0.0
Charles	2	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0
Dorchester	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Frederick	34	0	0.0	0	0.0	9	26.5	0	0.0	24	70.6	1	2.9	0	0.0
Garrett	2	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0
Harford	30	0	0.0	0	0.0	8	26.7	0	0.0	22	73.3	0	0.0	0	0.0
Howard	9	0	0.0	0	0.0	1	11.1	1	11.1	7	77.8	0	0.0	0	0.0
Kent	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Montgomery	56	0	0.0	3	5.4	20	35.7	7	12.5	25	44.6	0	0.0	1	1.8
Prince George's	38	1	2.6	1	2.6	1	2.6	5	13.2	30	78.9	0	0.0	0	0.0
Queen Anne's	8	0	0.0	0	0.0	3	37.5	0	0.0	5	62.5	0	0.0	0	0.0
St. Mary's	10	0	0.0	0	0.0	2	20.0	0	0.0	8	80.0	0	0.0	0	0.0
Somerset	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	4	0	0.0	0	0.0	1	25.0	0	0.0	3	75.0	0	0.0	0	0.0
Washington	6	0	0.0	0	0.0	3	50.0	0	0.0	3	50.0	0	0.0	0	0.0
Wicomico	22	0	0.0	0	0.0	0	0.0	0	0.0	22	100.0	0	0.0	0	0.0
Worcester	6	0	0.0	0	0.0	0	0.0	0	0.0	6	100.0	0	0.0	0	0.0

\* Includes staff who were hired between October 16, 2003 and October 15, 2004.

Table 2c  
 Total New Certified Professional Staff\* at Secondary School Level  
 By Type of Degree  
 Maryland Public Schools: October 2004

Local Education Agency	Total	Doctorate		Master's Degree Plus 30 Hours		Master's Degree		Bachelor's Degree Plus 30 Hours		Bachelor's Degree		2-3 Years College		Fewer Than 2 Years College	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	590	6	1.0	16	2.7	135	22.9	16	2.7	410	69.5	1	0.2	6	1.0
Allegany	8	0	0.0	0	0.0	2	25.0	0	0.0	6	75.0	0	0.0	0	0.0
Anne Arundel	77	0	0.0	2	2.6	23	29.9	0	0.0	51	66.2	0	0.0	1	1.3
Baltimore City	19	0	0.0	0	0.0	4	21.1	0	0.0	15	78.9	0	0.0	0	0.0
Edison Schools Baltimore	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore	166	2	1.2	5	3.0	57	34.3	1	0.6	101	60.8	0	0.0	0	0.0
Calvert	28	0	0.0	0	0.0	8	28.6	0	0.0	19	67.9	0	0.0	1	3.6
Caroline	3	0	0.0	0	0.0	1	33.3	0	0.0	2	66.7	0	0.0	0	0.0
Carroll	3	0	0.0	1	33.3	1	33.3	0	0.0	1	33.3	0	0.0	0	0.0
Cecil	37	0	0.0	0	0.0	5	13.5	0	0.0	32	86.5	0	0.0	0	0.0
Charles	1	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0
Dorchester	3	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	0	0.0	0	0.0
Frederick	31	1	3.2	0	0.0	8	25.8	0	0.0	22	71.0	0	0.0	0	0.0
Garrett	11	0	0.0	0	0.0	3	27.3	0	0.0	6	54.5	1	9.1	1	9.1
Harford	29	0	0.0	0	0.0	3	10.3	0	0.0	26	89.7	0	0.0	0	0.0
Howard	7	0	0.0	0	0.0	1	14.3	1	14.3	5	71.4	0	0.0	0	0.0
Kent	2	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0
Montgomery	54	1	1.9	6	11.1	12	22.2	10	18.5	23	42.6	0	0.0	2	3.7
Prince George's	41	2	4.9	2	4.9	2	4.9	3	7.3	32	78.0	0	0.0	0	0.0
Queen Anne's	11	0	0.0	0	0.0	1	9.1	1	9.1	9	81.8	0	0.0	0	0.0
St. Mary's	7	0	0.0	0	0.0	2	28.6	0	0.0	5	71.4	0	0.0	0	0.0
Somerset	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Talbot	3	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	0	0.0	0	0.0
Washington	11	0	0.0	0	0.0	1	9.1	0	0.0	9	81.8	0	0.0	1	9.1
Wicomico	35	0	0.0	0	0.0	0	0.0	0	0.0	35	100.0	0	0.0	0	0.0
Worcester	3	0	0.0	0	0.0	1	33.3	0	0.0	2	66.7	0	0.0	0	0.0

\* Includes staff who were hired between October 16, 2003 and October 15, 2004.

Table 3

Total Certified Professional Staff at School Level  
By Years of Experience  
Maryland Public Schools: October 2004

Local Education Agency	Total	1-5 years		6-10 Years		11-15 Years		16-20 Years		21-25 Years		26-30 Years		More than 30 Years	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	59,061	20,578	34.8	11,948	20.2	6,640	11.2	5,526	9.4	4,193	7.1	4,522	7.7	5,654	9.6
Allegany	759	154	20.3	130	17.1	104	13.7	83	10.9	77	10.1	68	9.0	143	18.8
Anne Arundel	5,056	1,617	32.0	957	18.9	602	11.9	467	9.2	460	9.1	452	8.9	501	9.9
Baltimore City	5,349	2,038	38.1	810	15.1	423	7.9	425	7.9	247	4.6	539	10.1	867	16.2
Edison Schools Baltimore	103	61	59.2	30	29.1	3	2.9	3	2.9	1	1.0	0	0.0	5	4.9
Baltimore	8,180	3,820	46.7	1,623	19.8	885	10.8	620	7.6	312	3.8	381	4.7	539	6.6
Calvert	1,169	263	22.5	316	27.0	216	18.5	129	11.0	68	5.8	81	6.9	96	8.2
Caroline	397	106	26.7	72	18.1	62	15.6	47	11.8	48	12.1	31	7.8	31	7.8
Carroll	1,910	500	26.2	379	19.8	261	13.7	212	11.1	170	8.9	193	10.1	195	10.2
Cecil	1,177	364	30.9	240	20.4	100	8.5	103	8.8	109	9.3	125	10.6	136	11.6
Charles	1,533	512	33.4	252	16.4	178	11.6	139	9.1	142	9.3	142	9.3	168	11.0
Dorchester	338	111	32.8	35	10.4	34	10.1	30	8.9	22	6.5	51	15.1	55	16.3
Frederick	2,802	724	25.8	555	19.8	427	15.2	351	12.5	263	9.4	247	8.8	235	8.4
Garrett	400	45	11.3	73	18.3	54	13.5	60	15.0	49	12.3	60	15.0	59	14.8
Harford	2,620	1,125	42.9	532	20.3	323	12.3	251	9.6	89	3.4	130	5.0	170	6.5
Howard	3,466	1,000	28.9	747	21.6	488	14.1	433	12.5	293	8.5	287	8.3	218	6.3
Kent	181	24	13.3	24	13.3	30	16.6	25	13.8	23	12.7	28	15.5	27	14.9
Montgomery	9,977	2,997	30.0	2,220	22.3	1,335	13.4	1,013	10.2	848	8.5	646	6.5	918	9.2
Prince George's	8,422	3,736	44.4	1,975	23.5	496	5.9	575	6.8	507	6.0	456	5.4	677	8.0
Queen Anne's	517	167	32.3	103	19.9	57	11.0	57	11.0	38	7.4	47	9.1	48	9.3
St. Mary's	1,073	282	26.3	200	18.6	137	12.8	116	10.8	99	9.2	126	11.7	113	10.5
Somerset	217	57	26.3	34	15.7	20	9.2	21	9.7	22	10.1	32	14.7	31	14.3
Talbot	331	109	32.9	68	20.5	36	10.9	33	10.0	30	9.1	26	7.9	29	8.8
Washington	1,395	372	26.7	253	18.1	138	9.9	141	10.1	119	8.5	193	13.8	179	12.8
Wicomico	1,107	294	26.6	186	16.8	152	13.7	125	11.3	106	9.6	113	10.2	131	11.8
Worcester	582	100	17.2	134	23.0	79	13.6	67	11.5	51	8.8	68	11.7	83	14.3

Table 3a

Total Certified Professional Staff at Elementary School Level  
By Years of Experience  
Maryland Public Schools: October 2004

Local Education Agency	Total	1-5 years		6-10 Years		11-15 Years		16-20 Years		21-25 Years		26-30 Years		More than 30 Years	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	27,330	9,687	35.4	5,594	20.5	3,209	11.7	2,896	10.6	1,881	6.9	1,827	6.7	2,236	8.2
Allegany	317	75	23.7	69	21.8	45	14.2	36	11.4	26	8.2	23	7.3	43	13.6
Anne Arundel	2,320	738	31.8	461	19.9	281	12.1	242	10.4	217	9.4	189	8.1	192	8.3
Baltimore City	2,083	807	38.7	329	15.8	186	8.9	207	9.9	69	3.3	178	8.5	307	14.7
Edison Schools Baltimore	103	61	59.2	30	29.1	3	2.9	3	2.9	1	1.0	0	0.0	5	4.9
	3,683	1,638	44.5	758	20.6	445	12.1	350	9.5	131	3.6	146	4.0	215	5.8
Calvert	494	89	18.0	129	26.1	108	21.9	64	13.0	31	6.3	35	7.1	38	7.7
Caroline	189	58	30.7	32	16.9	32	16.9	24	12.7	16	8.5	14	7.4	13	6.9
Carroll	829	234	28.2	169	20.4	125	15.1	110	13.3	76	9.2	59	7.1	56	6.8
Cecil	519	140	27.0	117	22.5	46	8.9	43	8.3	56	10.8	57	11.0	60	11.6
Charles	692	272	39.3	119	17.2	84	12.1	60	8.7	58	8.4	51	7.4	48	6.9
Dorchester	163	53	32.5	20	12.3	16	9.8	19	11.7	11	6.7	22	13.5	22	13.5
Frederick	1,292	344	26.6	267	20.7	188	14.6	171	13.2	117	9.1	112	8.7	93	7.2
Garrett	201	21	10.4	38	18.9	33	16.4	26	12.9	21	10.4	35	17.4	27	13.4
Harford	1,306	545	41.7	269	20.6	170	13.0	133	10.2	42	3.2	56	4.3	91	7.0
Howard	1,520	463	30.5	346	22.8	225	14.8	219	14.4	116	7.6	97	6.4	54	3.6
Kent	69	2	2.9	8	11.6	12	17.4	15	21.7	12	17.4	10	14.5	10	14.5
Montgomery	4,758	1,518	31.9	998	21.0	657	13.8	524	11.0	416	8.7	281	5.9	364	7.7
Prince George's	4,342	2,021	46.5	956	22.0	258	5.9	334	7.7	249	5.7	205	4.7	319	7.3
Queen Anne's	237	73	30.8	56	23.6	25	10.5	31	13.1	17	7.2	14	5.9	21	8.9
St. Mary's	510	127	24.9	98	19.2	65	12.7	67	13.1	50	9.8	53	10.4	50	9.8
Somerset	114	35	30.7	18	15.8	16	14.0	13	11.4	9	7.9	11	9.6	12	10.5
Talbot	157	45	28.7	36	22.9	18	11.5	21	13.4	11	7.0	12	7.6	14	8.9
Washington	628	154	24.5	113	18.0	63	10.0	86	13.7	51	8.1	80	12.7	81	12.9
Wicomico	542	133	24.5	94	17.3	70	12.9	65	12.0	54	10.0	59	10.9	67	12.4
Worcester	262	41	15.6	64	24.4	38	14.5	33	12.6	24	9.2	28	10.7	34	13.0

Table 3b  
 Total Certified Professional Staff at Middle and Combined School Level  
 By Years of Experience  
 Maryland Public Schools: October 2004

Local Education Agency	Total	1-5 years		6-10 Years		11-15 Years		16-20 Years		21-25 Years		26-30 Years		More than 30 Years	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	14,965	5,323	35.6	3,005	20.1	1,699	11.4	1,294	8.6	1,053	7.0	1,154	7.7	1,437	9.6
Allegany	208	42	20.2	32	15.4	33	15.9	16	7.7	23	11.1	18	8.7	44	21.2
Anne Arundel	1,301	438	33.7	226	17.4	151	11.6	126	9.7	126	9.7	109	8.4	125	9.6
Baltimore City	1,890	748	39.6	292	15.4	156	8.3	129	6.8	103	5.4	181	9.6	281	14.9
Edison Schools Baltimore	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore	2,027	1,007	49.7	388	19.1	209	10.3	127	6.3	81	4.0	89	4.4	126	6.2
Calvert	306	61	19.9	96	31.4	52	17.0	31	10.1	17	5.6	21	6.9	28	9.2
Caroline	95	28	29.5	16	16.8	14	14.7	10	10.5	11	11.6	6	6.3	10	10.5
Carroll	486	124	25.5	94	19.3	63	13.0	43	8.8	40	8.2	63	13.0	59	12.1
Cecil	295	107	36.3	63	21.4	25	8.5	26	8.8	19	6.4	27	9.2	28	9.5
Charles	383	112	29.2	73	19.1	39	10.2	40	10.4	30	7.8	37	9.7	52	13.6
Dorchester	78	31	39.7	9	11.5	7	9.0	5	6.4	5	6.4	9	11.5	12	15.4
Frederick	732	186	25.4	151	20.6	121	16.5	90	12.3	63	8.6	59	8.1	62	8.5
Garrett	86	6	7.0	12	14.0	11	12.8	15	17.4	7	8.1	18	20.9	17	19.8
Harford	644	272	42.2	131	20.3	86	13.4	55	8.5	23	3.6	41	6.4	36	5.6
Howard	951	267	28.1	184	19.3	148	15.6	112	11.8	94	9.9	82	8.6	64	6.7
Kent	55	11	20.0	5	9.1	9	16.4	6	10.9	3	5.5	14	25.5	7	12.7
Montgomery	2,409	690	28.6	573	23.8	314	13.0	240	10.0	193	8.0	157	6.5	242	10.0
Prince George's	1,779	799	44.9	446	25.1	102	5.7	118	6.6	116	6.5	79	4.4	119	6.7
Queen Anne's	128	45	35.2	16	12.5	21	16.4	12	9.4	9	7.0	14	10.9	11	8.6
St. Mary's	254	69	27.2	44	17.3	31	12.2	23	9.1	19	7.5	35	13.8	33	13.0
Somerset	26	8	30.8	4	15.4	1	3.8	2	7.7	6	23.1	4	15.4	1	3.8
Talbot	100	43	43.0	16	16.0	9	9.0	6	6.0	11	11.0	8	8.0	7	7.0
Washington	372	125	33.6	60	16.1	42	11.3	25	6.7	28	7.5	52	14.0	40	10.8
Wicomico	219	71	32.4	42	19.2	33	15.1	21	9.6	18	8.2	16	7.3	18	8.2
Worcester	141	33	23.4	32	22.7	22	15.6	16	11.3	8	5.7	15	10.6	15	10.6

Table 3c

Total Certified Professional Staff at Secondary School Level  
By Years of Experience  
Maryland Public Schools: October 2004

Local Education Agency	Total	1-5 years		6-10 Years		11-15 Years		16-20 Years		21-25 Years		26-30 Years		More than 30 Years	
		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total State	16,766	5,568	33.2	3,349	20.0	1,732	10.3	1,336	8.0	1,259	7.5	1,541	9.2	1,981	11.8
Allegany	234	37	15.8	29	12.4	26	11.1	31	13.2	28	12.0	27	11.5	56	23.9
Anne Arundel	1,435	441	30.7	270	18.8	170	11.8	99	6.9	117	8.2	154	10.7	184	12.8
Baltimore City	1,376	483	35.1	189	13.7	81	5.9	89	6.5	75	5.5	180	13.1	279	20.3
Edison Schools Baltimore	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Baltimore	2,470	1,175	47.6	477	19.3	231	9.4	143	5.8	100	4.0	146	5.9	198	8.0
Calvert	369	113	30.6	91	24.7	56	15.2	34	9.2	20	5.4	25	6.8	30	8.1
Caroline	113	20	17.7	24	21.2	16	14.2	13	11.5	21	18.6	11	9.7	8	7.1
Carroll	595	142	23.9	116	19.5	73	12.3	59	9.9	54	9.1	71	11.9	80	13.4
Cecil	363	117	32.2	60	16.5	29	8.0	34	9.4	34	9.4	41	11.3	48	13.2
Charles	458	128	27.9	60	13.1	55	12.0	39	8.5	54	11.8	54	11.8	68	14.8
Dorchester	97	27	27.8	6	6.2	11	11.3	6	6.2	6	6.2	20	20.6	21	21.6
Frederick	778	194	24.9	137	17.6	118	15.2	90	11.6	83	10.7	76	9.8	80	10.3
Garrett	113	18	15.9	23	20.4	10	8.8	19	16.8	21	18.6	7	6.2	15	13.3
Harford	670	308	46.0	132	19.7	67	10.0	63	9.4	24	3.6	33	4.9	43	6.4
Howard	995	270	27.1	217	21.8	115	11.6	102	10.3	83	8.3	108	10.9	100	10.1
Kent	57	11	19.3	11	19.3	9	15.8	4	7.0	8	14.0	4	7.0	10	17.5
Montgomery	2,810	789	28.1	649	23.1	364	13.0	249	8.9	239	8.5	208	7.4	312	11.1
Prince George's	2,301	916	39.8	573	24.9	136	5.9	123	5.3	142	6.2	172	7.5	239	10.4
Queen Anne's	152	49	32.2	31	20.4	11	7.2	14	9.2	12	7.9	19	12.5	16	10.5
St. Mary's	309	86	27.8	58	18.8	41	13.3	26	8.4	30	9.7	38	12.3	30	9.7
Somerset	77	14	18.2	12	15.6	3	3.9	6	7.8	7	9.1	17	22.1	18	23.4
Talbot	74	21	28.4	16	21.6	9	12.2	6	8.1	8	10.8	6	8.1	8	10.8
Washington	395	93	23.5	80	20.3	33	8.4	30	7.6	40	10.1	61	15.4	58	14.7
Wicomico	346	90	26.0	50	14.5	49	14.2	39	11.3	34	9.8	38	11.0	46	13.3
Worcester	179	26	14.5	38	21.2	19	10.6	18	10.1	19	10.6	25	14.0	34	19.0



Table 4  
 Total Certified Professional Staff at School Level  
 By Type of Certificate  
 Maryland Public Schools: October 2004

Local Education Agency	Professional					Provisional			
	Total	Total		Advanced	Standard	Total		Degree	Non-Degree
		No.	%			No.	%		
Total State	58,788	53,659	91.3	33,989	19,670	5,129	8.7	5,104	25
Allegany	759	746	98.3	591	155	13	1.7	13	0
Anne Arundel	5,054	4,761	94.2	3,235	1,526	293	5.8	291	2
Baltimore City	5,259	3,942	75.0	2,911	1,031	1,317	25.0	1,314	3
Edison Schools	103	81	78.6	15	66	22	21.4	22	0
Baltimore	8,167	7,522	92.1	4,834	2,688	645	7.9	643	2
Calvert	1,169	1,111	95.0	719	392	58	5.0	56	2
Caroline	396	386	97.5	265	121	10	2.5	10	0
Carroll	1,910	1,824	95.5	1,112	712	86	4.5	83	3
Cecil	1,177	1,117	94.9	657	460	60	5.1	57	3
Charles	1,533	1,406	91.7	831	575	127	8.3	127	0
Dorchester	338	325	96.2	226	99	13	3.8	12	1
Frederick	2,795	2,667	95.4	1,772	895	128	4.6	127	1
Garrett	400	395	98.8	312	83	5	1.3	5	0
Harford	2,619	2,531	96.6	1,489	1,042	88	3.4	87	1
Howard	3,464	3,343	96.5	1,893	1,450	121	3.5	121	0
Kent	181	172	95.0	148	24	9	5.0	9	0
Montgomery	9,976	9,500	95.2	5,545	3,955	476	4.8	473	3
Prince George's	8,269	6,846	82.8	4,047	2,799	1,423	17.2	1,422	1
Queen Anne's	517	468	90.5	307	161	49	9.5	49	0
St. Mary's	1,071	1,030	96.2	687	343	41	3.8	41	0
Somerset	217	202	93.1	135	67	15	6.9	15	0
Talbot	330	316	95.8	202	114	14	4.2	14	0
Washington	1,395	1,360	97.5	941	419	35	2.5	34	1
Wicomico	1,107	1,047	94.6	711	336	60	5.4	58	2
Worcester	582	561	96.4	404	157	21	3.6	21	0

NOTE: Resident teachers are not included.

Table 4a  
 Total Certified Professional Staff at Elementary School Level  
 By Type of Certificate  
 Maryland Public Schools: October 2004

Local Education Agency	Professional					Provisional			
	Total	Total		Advanced	Standard	Total		Degree	Non-Degree
		No.	%			No.	%		
Total State	27,212	25,703	94.5	15,657	10,046	1,509	5.5	1,509	0
Allegany	317	315	99.4	233	82	2	0.6	2	0
Anne Arundel	2,320	2,295	98.9	1,483	812	25	1.1	25	0
Baltimore City	2,052	1,580	77.0	1,108	472	472	23.0	472	0
Edison Schools	103	81	78.6	15	66	22	21.4	22	0
Baltimore	3,683	3,591	97.5	2,263	1,328	92	2.5	92	0
Calvert	494	490	99.2	330	160	4	0.8	4	0
Caroline	189	187	98.9	122	65	2	1.1	2	0
Carroll	829	817	98.6	478	339	12	1.4	12	0
Cecil	519	511	98.5	304	207	8	1.5	8	0
Charles	692	653	94.4	343	310	39	5.6	39	0
Dorchester	163	162	99.4	107	55	1	0.6	1	0
Frederick	1,292	1,268	98.1	834	434	24	1.9	24	0
Garrett	201	201	100.0	157	44	0	0.0	0	0
Harford	1,306	1,295	99.2	779	516	11	0.8	11	0
Howard	1,520	1,494	98.3	805	689	26	1.7	26	0
Kent	69	69	100.0	66	3	0	0.0	0	0
Montgomery	4,757	4,624	97.2	2,567	2,057	133	2.8	133	0
Prince George's	4,257	3,678	86.4	2,030	1,648	579	13.6	579	0
Queen Anne's	237	228	96.2	141	87	9	3.8	9	0
St. Mary's	509	501	98.4	331	170	8	1.6	8	0
Somerset	114	107	93.9	64	43	7	6.1	7	0
Talbot	157	155	98.7	106	49	2	1.3	2	0
Washington	628	621	98.9	445	176	7	1.1	7	0
Wicomico	542	528	97.4	362	166	14	2.6	14	0
Worcester	262	252	96.2	184	68	10	3.8	10	0

NOTE: Resident teachers are not included.

Table 4b

Total Certified Professional Staff at Middle and Combined School Level  
By Type of Certificate  
Maryland Public Schools: October 2004

Local Education Agency	Professional					Provisional			
	Total	Total		Advanced	Standard	Total		Degree	Non-Degree
		No.	%			No.	%		
Total State	14,888	13,203	88.7	8,460	4,743	1,685	11.3	1,685	0
Allegany	208	205	98.6	170	35	3	1.4	3	0
Anne Arundel	1,301	1,182	90.9	814	368	119	9.1	119	0
Baltimore City	1,860	1,356	72.9	991	365	504	27.1	504	0
Edison Schools	0	0	0.0	0	0	0	0.0	0	0
Baltimore	2,022	1,798	88.9	1,145	653	224	11.1	224	0
Calvert	306	292	95.4	198	94	14	4.6	14	0
Caroline	94	92	97.9	65	27	2	2.1	2	0
Carroll	486	456	93.8	293	163	30	6.2	30	0
Cecil	295	279	94.6	159	120	16	5.4	16	0
Charles	383	338	88.3	212	126	45	11.7	45	0
Dorchester	78	73	93.6	49	24	5	6.4	5	0
Frederick	729	678	93.0	446	232	51	7.0	51	0
Garrett	86	86	100.0	75	11	0	0.0	0	0
Harford	644	615	95.5	359	256	29	4.5	29	0
Howard	951	916	96.3	535	381	35	3.7	35	0
Kent	55	52	94.5	44	8	3	5.5	3	0
Montgomery	2,409	2,273	94.4	1,353	920	136	5.6	136	0
Prince George's	1,742	1,337	76.8	797	540	405	23.2	405	0
Queen Anne's	128	115	89.8	77	38	13	10.2	13	0
St. Mary's	254	242	95.3	170	72	12	4.7	12	0
Somerset	26	24	92.3	14	10	2	7.7	2	0
Talbot	99	93	93.9	52	41	6	6.1	6	0
Washington	372	362	97.3	227	135	10	2.7	10	0
Wicomico	219	202	92.2	126	76	17	7.8	17	0
Worcester	141	137	97.2	89	48	4	2.8	4	0

NOTE: Resident teachers are not included.

Table 4c

Total Certified Professional Staff at Secondary School Level  
By Type of Certificate  
Maryland Public Schools: October 2004

Local Education Agency	Total	Professional				Provisional			
		Total		Advanced	Standard	Total		Degree	Non-Degree
		No.	%			No.	%		
Total State	16,688	14,753	88.4	9,872	4,881	1,935	11.6	1,910	25
Allegany	234	226	96.6	188	38	8	3.4	8	0
Anne Arundel	1,433	1,284	89.6	938	346	149	10.4	147	2
Baltimore City	1,347	1,006	74.7	812	194	341	25.3	338	3
Edison Schools	0	0	0.0	0	0	0	0.0	0	0
Baltimore	2,462	2,133	86.6	1,426	707	329	13.4	327	2
Calvert	369	329	89.2	191	138	40	10.8	38	2
Caroline	113	107	94.7	78	29	6	5.3	6	0
Carroll	595	551	92.6	341	210	44	7.4	41	3
Cecil	363	327	90.1	194	133	36	9.9	33	3
Charles	458	415	90.6	276	139	43	9.4	43	0
Dorchester	97	90	92.8	70	20	7	7.2	6	1
Frederick	774	721	93.2	492	229	53	6.8	52	1
Garrett	113	108	95.6	80	28	5	4.4	5	0
Harford	669	621	92.8	351	270	48	7.2	47	1
Howard	993	933	94.0	553	380	60	6.0	60	0
Kent	57	51	89.5	38	13	6	10.5	6	0
Montgomery	2,810	2,603	92.6	1,625	978	207	7.4	204	3
Prince George's	2,270	1,831	80.7	1,220	611	439	19.3	438	1
Queen Anne's	152	125	82.2	89	36	27	17.8	27	0
St. Mary's	308	287	93.2	186	101	21	6.8	21	0
Somerset	77	71	92.2	57	14	6	7.8	6	0
Talbot	74	68	91.9	44	24	6	8.1	6	0
Washington	395	377	95.4	269	108	18	4.6	17	1
Wicomico	346	317	91.6	223	94	29	8.4	27	2
Worcester	179	172	96.1	131	41	7	3.9	7	0

NOTE: Resident teachers are not included.

Table 5  
 Total New Certified Professional Staff\* at School Level  
 By Type of Certificate  
 Maryland Public Schools: October 2004

Local Education Agency	Professional					Provisional			
	Total	Total		Advanced	Standard	Total		Degree	Non-Degree
		No.	%			No.	%		
Total State	2,076	1,579	76.1	122	1,457	497	23.9	493	4
Allegany	29	24	82.8	0	24	5	17.2	5	0
Anne Arundel	260	188	72.3	0	188	72	27.7	71	1
Baltimore City	66	29	43.9	1	28	37	56.1	37	0
Edison Schools	8	8	100.0	1	7	0	0.0	0	0
Baltimore	577	464	80.4	80	384	113	19.6	112	1
Calvert	58	41	70.7	0	41	17	29.3	17	0
Caroline	21	19	90.5	0	19	2	9.5	2	0
Carroll	7	3	42.9	0	3	4	57.1	4	0
Cecil	82	71	86.6	1	70	11	13.4	11	0
Charles	38	32	84.2	0	32	6	15.8	6	0
Dorchester	7	5	71.4	0	5	2	28.6	2	0
Frederick	121	94	77.7	0	94	27	22.3	27	0
Garrett	17	14	82.4	0	14	3	17.6	3	0
Harford	117	96	82.1	1	95	21	17.9	20	1
Howard	23	19	82.6	0	19	4	17.4	4	0
Kent	3	0	0.0	0	0	3	100.0	3	0
Montgomery	311	255	82.0	1	254	56	18.0	56	0
Prince George's	108	49	45.4	19	30	59	54.6	59	0
Queen Anne's	30	18	60.0	1	17	12	40.0	12	0
St. Mary's	33	29	87.9	0	29	4	12.1	4	0
Somerset	0	0	0.0	0	0	0	0.0	0	0
Talbot	10	9	90.0	0	9	1	10.0	1	0
Washington	29	17	58.6	0	17	12	41.4	11	1
Wicomico	102	78	76.5	17	61	24	23.5	24	0
Worcester	19	17	89.5	0	17	2	10.5	2	0

\* Includes staff who were hired between October 16, 2003 and October 15, 2004.

NOTE: Resident teachers are not included.

Table 5a  
 Total New Certified Professional Staff\* at Elementary School Level  
 By Type of Certificate  
 Maryland Public Schools: October 2004

Local Education Agency	Professional					Provisional			
	Total	Total		Advanced	Standard	Total		Degree	Non-Degree
		No.	%			No.	%		
Total State	1,006	899	89.4	58	841	107	10.6	107	0
Allegany	16	14	87.5	0	14	2	12.5	2	0
Anne Arundel	125	121	96.8	0	121	4	3.2	4	0
Baltimore City	23	10	43.5	0	10	13	56.5	13	0
Edison Schools	8	8	100.0	1	7	0	0.0	0	0
Baltimore	263	244	92.8	43	201	19	7.2	19	0
Calvert	17	15	88.2	0	15	2	11.8	2	0
Caroline	14	14	100.0	0	14	0	0.0	0	0
Carroll	3	3	100.0	0	3	0	0.0	0	0
Cecil	28	25	89.3	0	25	3	10.7	3	0
Charles	35	31	88.6	0	31	4	11.4	4	0
Dorchester	4	4	100.0	0	4	0	0.0	0	0
Frederick	60	57	95.0	0	57	3	5.0	3	0
Garrett	4	4	100.0	0	4	0	0.0	0	0
Harford	58	55	94.8	0	55	3	5.2	3	0
Howard	7	6	85.7	0	6	1	14.3	1	0
Kent	0	0	0.0	0	0	0	0.0	0	0
Montgomery	201	180	89.6	0	180	21	10.4	21	0
Prince George's	43	26	60.5	7	19	17	39.5	17	0
Queen Anne's	11	7	63.6	0	7	4	36.4	4	0
St. Mary's	16	14	87.5	0	14	2	12.5	2	0
Somerset	0	0	0.0	0	0	0	0.0	0	0
Talbot	3	2	66.7	0	2	1	33.3	1	0
Washington	12	9	75.0	0	9	3	25.0	3	0
Wicomico	45	41	91.1	7	34	4	8.9	4	0
Worcester	10	9	90.0	0	9	1	10.0	1	0

\* Includes staff who were hired between October 16, 2003 and October 15, 2004.

NOTE: Resident teachers are not included.

Table 5b  
 Total New Certified Professional Staff\* at Middle and Combined School Level  
 By Type of Certificate  
 Maryland Public Schools: October 2004

Local Education Agency	Professional					Provisional			
	Total	Total		Advanced	Standard	Total		Degree	Non-Degree
		No.	%			No.	%		
Total State	497	339	68.2	29	310	158	31.8	158	0
Allegany	5	3	60.0	0	3	2	40.0	2	0
Anne Arundel	58	35	60.3	0	35	23	39.7	23	0
Baltimore City	24	13	54.2	0	13	11	45.8	11	0
Edison Schools	0	0	0.0	0	0	0	0.0	0	0
Baltimore	151	115	76.2	19	96	36	23.8	36	0
Calvert	13	8	61.5	0	8	5	38.5	5	0
Caroline	4	3	75.0	0	3	1	25.0	1	0
Carroll	1	0	0.0	0	0	1	100.0	1	0
Cecil	17	16	94.1	1	15	1	5.9	1	0
Charles	2	0	0.0	0	0	2	100.0	2	0
Dorchester	0	0	0.0	0	0	0	0.0	0	0
Frederick	33	20	60.6	0	20	13	39.4	13	0
Garrett	2	2	100.0	0	2	0	0.0	0	0
Harford	30	22	73.3	0	22	8	26.7	8	0
Howard	9	7	77.8	0	7	2	22.2	2	0
Kent	1	0	0.0	0	0	1	100.0	1	0
Montgomery	56	34	60.7	0	34	22	39.3	22	0
Prince George's	35	15	42.9	5	10	20	57.1	20	0
Queen Anne's	8	5	62.5	1	4	3	37.5	3	0
St. Mary's	10	9	90.0	0	9	1	10.0	1	0
Somerset	0	0	0.0	0	0	0	0.0	0	0
Talbot	4	4	100.0	0	4	0	0.0	0	0
Washington	6	4	66.7	0	4	2	33.3	2	0
Wicomico	22	18	81.8	3	15	4	18.2	4	0
Worcester	6	6	100.0	0	6	0	0.0	0	0

\* Includes staff who were hired between October 16, 2003 and October 15, 2004.

NOTE: Resident teachers are not included.

Table 5c  
 Total New Certified Professional Staff\* at Secondary School Level  
 By Type of Certificate  
 Maryland Public Schools: October 2004

Local Education Agency	Professional					Provisional			
	Total	Total		Advanced	Standard	Total		Degree	Non-Degree
		No.	%			No.	%		
Total State	573	341	59.5	35	306	232	40.5	228	4
Allegany	8	7	87.5	0	7	1	12.5	1	0
Anne Arundel	77	32	41.6	0	32	45	58.4	44	1
Baltimore City	19	6	31.6	1	5	13	68.4	13	0
Edison Schools	0	0	0.0	0	0	0	0.0	0	0
Baltimore	163	105	64.4	18	87	58	35.6	57	1
Calvert	28	18	64.3	0	18	10	35.7	10	0
Caroline	3	2	66.7	0	2	1	33.3	1	0
Carroll	3	0	0.0	0	0	3	100.0	3	0
Cecil	37	30	81.1	0	30	7	18.9	7	0
Charles	1	1	100.0	0	1	0	0.0	0	0
Dorchester	3	1	33.3	0	1	2	66.7	2	0
Frederick	28	17	60.7	0	17	11	39.3	11	0
Garrett	11	8	72.7	0	8	3	27.3	3	0
Harford	29	19	65.5	1	18	10	34.5	9	1
Howard	7	6	85.7	0	6	1	14.3	1	0
Kent	2	0	0.0	0	0	2	100.0	2	0
Montgomery	54	41	75.9	1	40	13	24.1	13	0
Prince George's	30	8	26.7	7	1	22	73.3	22	0
Queen Anne's	11	6	54.5	0	6	5	45.5	5	0
St. Mary's	7	6	85.7	0	6	1	14.3	1	0
Somerset	0	0	0.0	0	0	0	0.0	0	0
Talbot	3	3	100.0	0	3	0	0.0	0	0
Washington	11	4	36.4	0	4	7	63.6	6	1
Wicomico	35	19	54.3	7	12	16	45.7	16	0
Worcester	3	2	66.7	0	2	1	33.3	1	0

\* Includes staff who were hired between October 16, 2003 and October 15, 2004.

NOTE: Resident teachers are not included.