

DOCUMENT RESUME

ED 397 041

SP 036 766

TITLE Characteristics of Professional Staff, Maryland Public Schools. October 1994.

INSTITUTION Maryland State Dept. of Education, Baltimore.

REPORT NO PRIM-04110(R)103-4/95

PUB DATE Oct 94

NOTE 59p.

AVAILABLE FROM Maryland State Department of Education, Division of Planning, Results, and Information Management, 200 West Baltimore Street, Baltimore, MD 21201-2595.

PUB TYPE Statistical Data (110)

EDRS PRICE MF01/PC03 Plus Postage.

DESCRIPTORS *Administrator Characteristics; Assistant Principals; *Certification; *Counselor Characteristics; Elementary Secondary Education; Higher Education; Librarians; Media Specialists; Principals; *Professional Personnel; School Counselors; School Psychologists; State Surveys; Statistical Surveys; Tables (Data); *Teacher Characteristics; Teacher Qualifications; Teachers; *Teaching Experience

IDENTIFIERS *Maryland

ABSTRACT

The tables in this report describe the characteristics of professional staff employed in Maryland public schools as of October, 1994. The data were obtained from two sources: employment records provided to the Division of Planning, Results, and Information Management from local education agencies in Maryland, and teacher certification records maintained by the Division of Certification and Accreditation. "Professional staff" includes: principals and assistants, teachers, librarians, guidance counselors, and psychologists who are employed on a regular contract. Data in tables are presented by school district; substitutes and hourly employees are excluded. Tables 1 and 2 present the number and percent of staff by the highest type of degree held. Tables 3 and 4 present the number and percent of staff by the total years of teaching experience. Tables 5 and 6 present the number and percent of staff by the type of certification currently held. New hires include persons who transferred between local education agencies in Maryland. These transfers are excluded from the total new hire count for the state, but are included in the count of new hires for the local education agency. (ND)

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Characteristics of Professional Staff Maryland Public Schools October, 1994

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INTRODUCTION

The following tables present the characteristics of professional staff employed in Maryland public schools as of October, 1994. The data were obtained from two sources: employment records provided to the Division of Planning, Results, and Information Management from local education agencies in Maryland and teacher certification records maintained by the Division of Certification and Accreditation. Professional staff includes: principals and assistants, teachers, librarians, guidance counselors and psychologists who are employed on a regular contract. Substitutes and hourly employees are excluded.

Tables 1 and 2 present the number and percent of staff by the highest type of degree held. Tables 3 and 4 present the number and percent of staff by the total years of teaching experience. Tables 5 and 6 present the number and percent of staff by the type of certification currently held.

New hires include persons who transferred between local education agencies in Maryland. These transfers are excluded from the total new hire count for the state, but are included in the count of new hires for the local education agency.

**Characteristics of Professional Staff
Maryland Public Schools
October, 1994**

Table of Contents

Introduction

Tables

| | |
|----|---------------------------------------------------------------------------------------------------|
| 1 | Total Certified Professional Staff at School Level By Preparation |
| 1A | Total Certified Professional Staff at Elementary School Level By Preparation |
| 1B | Total Certified Professional Staff at Secondary School Level By Preparation |
| 1C | Total Certified Professional Staff at Middle and Combined School Level By Preparation |
| 2 | Total New Certified Professional Staff at School Level By Preparation |
| 2A | Total New Certified Professional Staff at Elementary School Level By Preparation |
| 2B | Total New Certified Professional Staff at Secondary School Level By Preparation |
| 2C | Total New Certified Professional Staff at Middle and Combined School Level By Preparation |
| 3 | Total Certified Professional Staff at School Level By Years of Experience |
| 3A | Total Certified Professional Staff at Elementary School Level By Years of Experience |
| 3B | Total Certified Professional Staff at Secondary School Level By Years of Experience |
| 3C | Total Certified Professional Staff at Middle and Combined School Level By Years of Experience |
| 4 | Total New Certified Professional Staff at School Level By Years of Experience |
| 4A | Total New Certified Professional Staff at Elementary School Level By Years of Experience |
| 4B | Total New Certified Professional Staff at Secondary School Level By Years of Experience |
| 4C | Total New Certified Professional Staff at Middle and Combined School Level By Years of Experience |

- 5 Total Certified Professional Staff at School Level By Type of Certificate
- 5A Total Certified Professional Staff at Elementary School Level By Type of Certificate
- 5B Total Certified Professional Staff at Secondary School Level By Type of Certificate
- 5C Total Certified Professional Staff at Middle and Combined School Level By Type of Certificate

- 6 Total New Certified Professional Staff at School Level By Type of Certificate
- 6A Total New Certified Professional Staff at Elementary School Level By Type of Certificate
- 6B Total New Certified Professional Staff at Secondary School Level By Type of Certificate
- 6C Total New Certified Professional Staff at Middle and Combined School Level By Type of Certificate

Table 1

Total Certified Professional Staff at School Level
By Preparation
Maryland Public Schools: October, 1994

| Local Unit | Doctor's Degree | | Master's Degree Plus 30 Hours | | Master's Degree | | Bachelor's Degree Plus 30 Hours | | Bachelor's Degree | | 2-3 Years College | | Less Than 2 Years College | |
|-----------------|-----------------|-----|-------------------------------|------|-----------------|------|---------------------------------|------|-------------------|------|-------------------|-----|---------------------------|------|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Total State | 51,740 | 1.1 | 9,297 | 18.0 | 13,907 | 26.9 | 15,864 | 30.7 | 11,865 | 22.9 | 57 | 0.1 | 180 | 0.3 |
| Allegany | 767 | 0.5 | 44 | 5.7 | 364 | 47.5 | 223 | 29.1 | 119 | 15.5 | 13 | 1.7 | 0 | 0.0 |
| Anne Arundel | 4,615 | 1.3 | 484 | 10.5 | 1,711 | 37.1 | 1,615 | 35.0 | 741 | 16.1 | 0 | 0.0 | 6 | 0.1 |
| Baltimore City | 6,822 | 0.9 | 1,485 | 21.8 | 1,157 | 17.0 | 2,611 | 38.3 | 1,461 | 21.4 | 10 | 0.1 | 38 | 0.6 |
| Baltimore | 6,610 | 1.0 | 2,136 | 32.3 | 1,639 | 24.8 | 1,470 | 22.2 | 1,296 | 19.6 | 0 | 0.0 | 0 | 0.0 |
| Calvert | 737 | 0.0 | 2 | 0.3 | 35 | 4.7 | 0 | 0.0 | 700 | 95.0 | 0 | 0.0 | 0 | 0.0 |
| Caroline | 343 | 0.6 | 5 | 1.5 | 108 | 31.5 | 128 | 37.3 | 99 | 28.9 | 0 | 0.0 | 1 | 0.3 |
| Carroll | 1,569 | 0.8 | 224 | 14.3 | 340 | 21.7 | 598 | 38.1 | 387 | 24.7 | 1 | 0.1 | 7 | 0.4 |
| Cecil | 992 | 0.3 | 117 | 11.8 | 247 | 24.9 | 364 | 36.7 | 258 | 26.0 | 3 | 0.3 | 0 | 0.0 |
| Charles | 1,358 | 0.6 | 59 | 4.3 | 564 | 41.5 | 381 | 28.1 | 342 | 25.2 | 0 | 0.0 | 4 | 0.3 |
| Dorchester | 348 | 0.9 | 62 | 17.8 | 121 | 34.8 | 82 | 23.6 | 79 | 22.7 | 0 | 0.0 | 1 | 0.3 |
| Frederick | 2,186 | 0.6 | 329 | 15.1 | 585 | 26.8 | 654 | 29.9 | 599 | 27.4 | 3 | 0.1 | 3 | 0.1 |
| Garrett | 389 | 0.0 | 44 | 11.3 | 162 | 41.6 | 112 | 28.8 | 71 | 18.3 | 0 | 0.0 | 0 | 0.0 |
| Harford | 2,466 | 0.3 | 492 | 20.0 | 811 | 32.9 | 479 | 19.4 | 677 | 27.5 | 0 | 0.0 | 0 | 0.0 |
| Howard | 2,607 | 1.6 | 333 | 12.8 | 1,000 | 38.4 | 560 | 21.5 | 651 | 25.0 | 1 | 0.0 | 21 | 0.8 |
| Kent | 197 | 0.5 | 26 | 13.2 | 55 | 27.9 | 65 | 33.0 | 49 | 24.9 | 1 | 0.5 | 0 | 0.0 |
| Montgomery | 7,927 | 2.0 | 2,328 | 29.4 | 1,368 | 17.3 | 3,035 | 38.3 | 1,034 | 13.0 | 0 | 0.0 | 6 | 0.1 |
| Prince George's | 7,190 | 1.4 | 849 | 11.8 | 2,140 | 29.8 | 2,262 | 31.5 | 1,827 | 25.4 | 6 | 0.1 | 3 | 0.0 |
| Queen Anne's | 392 | 0.5 | 11 | 2.8 | 144 | 36.7 | 123 | 31.4 | 110 | 28.1 | 2 | 0.5 | 0 | 0.0 |
| St Mary's | 921 | 0.8 | 21 | 2.3 | 275 | 29.9 | 249 | 27.0 | 360 | 39.1 | 3 | 0.3 | 6 | 0.7 |
| Somerset | 230 | 0.0 | 0 | 0.0 | 73 | 31.7 | 100 | 43.5 | 51 | 22.2 | 6 | 2.6 | 0 | 0.0 |
| Talbot | 300 | 1 | 41 | 13.7 | 115 | 38.3 | 0 | 0.0 | 77 | 25.7 | 0 | 0.0 | 66 | 22.0 |
| Washington | 1,346 | 0.7 | 83 | 6.2 | 421 | 31.3 | 384 | 28.5 | 444 | 33.0 | 3 | 0.2 | 2 | 0.1 |
| Wicomico | 960 | 0.9 | 105 | 10.9 | 312 | 32.5 | 297 | 30.9 | 223 | 23.2 | 1 | 0.1 | 13 | 1.4 |
| Worcester | 468 | 2 | 17 | 3.6 | 160 | 34.2 | 72 | 15.4 | 210 | 44.9 | 4 | 0.9 | 3 | 0.6 |

Table 1A

Total Certified Professional Staff at Elementary School Level
By Preparation
Maryland Public Schools: October, 1994

| Local Unit | Total | Doctor's Degree | | Master's Degree Plus 30 Hours | | Master's Degree | | Bachelor's Degree Plus 30 Hours | | Bachelor's Degree | | 2-3 Years College | | Less Than 2 Years College | |
|-----------------|--------|-----------------|-----|-------------------------------|------|-----------------|------|---------------------------------|------|-------------------|------|-------------------|-----|---------------------------|------|
| | | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Total State | 25,578 | 227 | 0.9 | 3,971 | 15.5 | 6,924 | 27.1 | 7,717 | 30.2 | 6,686 | 26.1 | 3 | 0.0 | 50 | 0.2 |
| Allegany | 314 | 0 | 0.0 | 19 | 6.1 | 160 | 51.0 | 78 | 24.8 | 57 | 18.2 | 0 | 0.0 | 0 | 0.0 |
| Anne Arundel | 2,242 | 25 | 1.1 | 184 | 8.2 | 856 | 38.2 | 775 | 34.6 | 402 | 17.9 | 0 | 0.0 | 0 | 0.0 |
| Baltimore City | 3,440 | 20 | 0.6 | 634 | 18.4 | 549 | 16.0 | 1,370 | 39.8 | 867 | 25.2 | 0 | 0.0 | 0 | 0.0 |
| Baltimore | 3,129 | 26 | 0.8 | 938 | 30.0 | 846 | 27.0 | 601 | 19.2 | 718 | 22.9 | 0 | 0.0 | 0 | 0.0 |
| Calvert | 384 | 0 | 0.0 | 1 | 0.3 | 20 | 5.2 | 0 | 0.0 | 363 | 94.5 | 0 | 0.0 | 0 | 0.0 |
| Caroline | 169 | 2 | 1.2 | 4 | 2.4 | 59 | 34.9 | 53 | 31.4 | 51 | 30.2 | 0 | 0.0 | 0 | 0.0 |
| Carroll | 734 | 5 | 0.7 | 78 | 10.6 | 175 | 23.8 | 259 | 35.3 | 216 | 29.4 | 0 | 0.0 | 1 | 0.1 |
| Cecil | 493 | 0 | 0.0 | 52 | 10.5 | 124 | 25.2 | 184 | 37.3 | 133 | 27.0 | 0 | 0.0 | 0 | 0.0 |
| Charles | 623 | 5 | 0.8 | 18 | 2.9 | 256 | 41.1 | 179 | 28.7 | 165 | 26.5 | 0 | 0.0 | 0 | 0.0 |
| Dorchester | 158 | 1 | 0.6 | 23 | 14.6 | 62 | 39.2 | 31 | 19.6 | 41 | 25.9 | 0 | 0.0 | 0 | 0.0 |
| Frederick | 1,063 | 2 | 0.2 | 141 | 13.3 | 301 | 28.3 | 303 | 28.5 | 316 | 29.7 | 0 | 0.0 | 0 | 0.0 |
| Garrett | 188 | 0 | 0.0 | 21 | 11.2 | 82 | 43.6 | 46 | 24.5 | 39 | 20.7 | 0 | 0.0 | 0 | 0.0 |
| Harford | 1,199 | 4 | 0.3 | 194 | 16.2 | 420 | 35.0 | 233 | 19.4 | 348 | 29.0 | 0 | 0.0 | 0 | 0.0 |
| Howard | 1,300 | 17 | 1.3 | 126 | 9.7 | 487 | 37.5 | 270 | 20.8 | 383 | 29.5 | 0 | 0.0 | 17 | 1.3 |
| Kent | 89 | 0 | 0.0 | 10 | 11.2 | 2 | 23.6 | 31 | 34.8 | 27 | 30.3 | 0 | 0.0 | 0 | 0.0 |
| Montgomery | 4,114 | 63 | 1.5 | 1,049 | 25.5 | 749 | 18.2 | 1,560 | 37.9 | 693 | 16.8 | 0 | 0.0 | 0 | 0.0 |
| Prince George's | 3,730 | 41 | 1.1 | 360 | 9.7 | 1,054 | 28.3 | 1,186 | 31.8 | 1,088 | 29.2 | 1 | 0.0 | 0 | 0.0 |
| Queen Anne's | 175 | 0 | 0.0 | 6 | 3.4 | 46 | 26.3 | 64 | 36.6 | 59 | 33.7 | 0 | 0.0 | 0 | 0.0 |
| St. Mary's | 471 | 5 | 1.1 | 9 | 1.9 | 135 | 28.7 | 115 | 24.4 | 207 | 43.9 | 0 | 0.0 | 0 | 0.0 |
| Somerset | 69 | 0 | 0.0 | 0 | 0.0 | 22 | 31.9 | 28 | 40.6 | 17 | 24.6 | 2 | 2.9 | 0 | 0.0 |
| Talbot | 152 | 0 | 0.0 | 21 | 13.8 | 57 | 37.5 | 0 | 0.0 | 42 | 27.6 | 0 | 0.0 | 32 | 21.1 |
| Washington | 647 | 6 | 0.9 | 33 | 5.1 | 219 | 33.8 | 167 | 25.8 | 222 | 34.3 | 0 | 0.0 | 0 | 0.0 |
| Wicomico | 497 | 4 | 0.8 | 46 | 9.3 | 164 | 33.0 | 160 | 32.2 | 123 | 24.7 | 0 | 0.0 | 0 | 0.0 |
| Worcester | 198 | 1 | 0.5 | 4 | 2.0 | 60 | 30.3 | 24 | 12.1 | 109 | 55.1 | 0 | 0.0 | 0 | 0.0 |

Table 1B

Total Certified Professional Staff at Secondary School Level
By Preparation
Maryland Public Schools: October, 1994

| | Doctor's Degree | | Master's Degree Plus 30 Hours | | Master's Degree | | Bachelor's Degree Plus 30 Hours | | Bachelor's Degree | | 2-3 Years College | | Less Than 2 Years College | |
|-----------------|-----------------|-----|-------------------------------|------|-----------------|------|---------------------------------|------|-------------------|------|-------------------|-----|---------------------------|------|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Local Unit | 237 | 1.5 | 3,339 | 21.8 | 4,096 | 26.7 | 4,933 | 32.2 | 2,561 | 16.7 | 52 | 0.3 | 111 | 0.7 |
| Total State | 15,329 | | | | | | | | | | | | | |
| Allegany | 228 | 1 | 13 | 5.7 | 102 | 44.7 | 79 | 34.6 | 20 | 8.8 | 13 | 5.7 | 0 | 0.0 |
| Anne Arundel | 1,375 | 20 | 196 | 14.3 | 492 | 35.8 | 488 | 35.5 | 173 | 12.6 | 0 | 0.0 | 6 | 0.4 |
| Baltimore City | 1,531 | 21 | 438 | 28.6 | 290 | 18.9 | 557 | 36.4 | 179 | 11.7 | 10 | 0.7 | 36 | 2.4 |
| Baltimore | 1,734 | 24 | 639 | 36.9 | 350 | 20.2 | 499 | 28.8 | 222 | 12.8 | 0 | 0.0 | 0 | 0.0 |
| Calvert | 182 | 0 | 1 | 0.5 | 9 | 4.9 | 0 | 0.0 | 172 | 94.5 | 0 | 0.0 | 0 | 0.0 |
| Caroline | 98 | 0 | 1 | 1.0 | 26 | 26.5 | 44 | 44.9 | 26 | 26.5 | 0 | 0.0 | 1 | 1.0 |
| Carroll | 455 | 4 | 86 | 18.9 | 95 | 20.9 | 186 | 40.9 | 77 | 16.9 | 1 | 0.2 | 6 | 1.3 |
| Cecil | 290 | 3 | 39 | 13.4 | 70 | 24.1 | 113 | 39.0 | 62 | 21.4 | 3 | 1.0 | 0 | 0.0 |
| Charles | 430 | 2 | 23 | 5.3 | 195 | 45.3 | 117 | 27.2 | 89 | 20.7 | 0 | 0.0 | 4 | 0.9 |
| Dorchester | 101 | 1 | 23 | 22.8 | 30 | 29.7 | 32 | 31.7 | 14 | 13.9 | 0 | 0.0 | 1 | 1.0 |
| Frederick | 572 | 8 | 113 | 19.8 | 146 | 25.5 | 172 | 30.1 | 127 | 22.2 | 3 | 0.5 | 3 | 0.5 |
| Garrett | 110 | 0 | 13 | 11.8 | 43 | 39.1 | 37 | 33.6 | 17 | 15.5 | 0 | 0.0 | 0 | 0.0 |
| Hatford | 641 | 2 | 182 | 28.4 | 191 | 29.8 | 132 | 20.6 | 134 | 20.9 | 0 | 0.0 | 0 | 0.0 |
| Howard | 628 | 13 | 112 | 17.8 | 249 | 39.6 | 143 | 22.8 | 108 | 17.2 | 0 | 0.0 | 3 | 0.5 |
| Kent | 49 | 0 | 8 | 16.3 | 14 | 28.6 | 17 | 34.7 | 9 | 18.4 | 1 | 2.0 | 0 | 0.0 |
| Montgomery | 2,581 | 70 | 906 | 35.1 | 411 | 15.9 | 1,013 | 39.2 | 175 | 6.8 | 0 | 0.0 | 6 | 0.2 |
| Prince George's | 2,902 | 57 | 428 | 14.7 | 894 | 30.8 | 924 | 31.8 | 591 | 20.4 | 5 | 0.2 | 3 | 0.1 |
| Queen Anne's | 105 | 1 | 4 | 3.8 | 50 | 47.6 | 23 | 21.9 | 25 | 23.8 | 2 | 1.9 | 0 | 0.0 |
| St. Mary's | 239 | 1 | 12 | 5.0 | 72 | 30.1 | 65 | 27.2 | 80 | 33.5 | 3 | 1.3 | 6 | 2.5 |
| Somerset | 81 | 0 | 0 | 0.0 | 29 | 35.8 | 41 | 50.6 | 8 | 9.9 | 3 | 3.7 | 0 | 0.0 |
| Talbot | 91 | 1 | 15 | 16.5 | 36 | 39.6 | 0 | 0.0 | 21 | 23.1 | 0 | 0.0 | 18 | 19.8 |
| Washington | 311 | 3 | 30 | 8.8 | 103 | 30.2 | 101 | 29.6 | 99 | 29.0 | 3 | 0.9 | 2 | 0.6 |
| Wicomico | 425 | 5 | 53 | 12.5 | 139 | 32.7 | 123 | 28.9 | 91 | 21.4 | 1 | 0.2 | 13 | 3.1 |
| Worcester | 140 | 0 | 4 | 2.9 | 60 | 42.9 | 27 | 19.3 | 42 | 30.0 | 4 | 2.9 | 3 | 2.1 |

Table 1C

Total Certified Professional Staff at Middle and Combined School Level
By Preparation
Maryland Public Schools: October, 1994

| Local Unit | Total | Doctor's Degree | | Master's Degree Plus 30 Hours | | Bachelor's Degree Plus 30 Hours | | Bachelor's Degree | | 2-3 Years College | | Less Than 2 Years College | | | |
|-----------------|--------|-----------------|-----|-------------------------------|------|---------------------------------|------|-------------------|------|-------------------|------|---------------------------|-----|----|------|
| | | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | | |
| Total State | 10,833 | 106 | 1.0 | 1,987 | 18.3 | 2,887 | 26.7 | 3,214 | 29.7 | 2,618 | 24.2 | 2 | 0.0 | 19 | 0.2 |
| Allegany | 225 | 3 | 1.3 | 12 | 5.3 | 102 | 45.3 | 66 | 29.3 | 42 | 18.7 | 0 | 0.0 | 0 | 0.0 |
| Anne Arundel | 998 | 13 | 1.3 | 104 | 10.4 | 363 | 36.4 | 352 | 35.3 | 166 | 16.6 | 0 | 0.0 | 0 | 0.0 |
| Baltimore City | 1,851 | 19 | 1.1 | 413 | 22.3 | 318 | 17.2 | 684 | 37.0 | 415 | 22.4 | 0 | 0.0 | 2 | 0.1 |
| Baltimore | 1,747 | 19 | 1.1 | 559 | 32.0 | 443 | 25.4 | 370 | 21.2 | 356 | 20.4 | 0 | 0.0 | 0 | 0.0 |
| Calvert | 171 | 0 | 0.0 | 0 | 0.0 | 6 | 3.5 | 0 | 0.0 | 165 | 96.5 | 0 | 0.0 | 0 | 0.0 |
| Caroline | 76 | 0 | 0.0 | 0 | 0.0 | 23 | 30.3 | 31 | 40.8 | 22 | 28.9 | 0 | 0.0 | 0 | 0.0 |
| Carroll | 380 | 3 | 0.8 | 60 | 15.8 | 70 | 18.4 | 153 | 40.3 | 94 | 24.7 | 0 | 0.0 | 0 | 0.0 |
| Cecil | 209 | 0 | 0.0 | 26 | 12.4 | 53 | 25.4 | 67 | 32.1 | 63 | 30.1 | 0 | 0.0 | 0 | 0.0 |
| Charles | 305 | 1 | 0.3 | 18 | 5.9 | 113 | 37.0 | 85 | 27.9 | 88 | 28.9 | 0 | 0.0 | 0 | 0.0 |
| Dorchester | 89 | 1 | 1.1 | 16 | 18.0 | 29 | 32.6 | 19 | 21.3 | 24 | 27.0 | 0 | 0.0 | 0 | 0.0 |
| Frederick | 551 | 3 | 0.5 | 75 | 13.6 | 138 | 25.0 | 179 | 32.5 | 156 | 28.3 | 0 | 0.0 | 0 | 0.0 |
| Garrett | 91 | 0 | 0.0 | 10 | 11.0 | 37 | 40.7 | 29 | 31.9 | 15 | 16.5 | 0 | 0.0 | 0 | 0.0 |
| Hatford | 626 | 1 | 0.2 | 116 | 18.5 | 200 | 31.9 | 114 | 18.2 | 195 | 31.2 | 0 | 0.0 | 0 | 0.0 |
| Howard | 679 | 11 | 1.6 | 95 | 14.0 | 264 | 38.9 | 147 | 21.6 | 160 | 23.6 | 1 | 0.1 | 1 | 0.1 |
| Kent | 59 | 1 | 1.7 | 8 | 13.6 | 20 | 33.9 | 17 | 28.8 | 13 | 22.0 | 0 | 0.0 | 0 | 0.0 |
| Montgomery | 1,232 | 23 | 1.9 | 373 | 30.3 | 208 | 16.9 | 462 | 37.5 | 166 | 13.5 | 0 | 0.0 | 0 | 0.0 |
| Prince George's | 558 | 5 | 0.9 | 61 | 10.9 | 192 | 34.4 | 152 | 27.2 | 148 | 26.5 | 0 | 0.0 | 0 | 0.0 |
| Queen Anne's | 112 | 1 | 0.9 | 1 | 0.9 | 48 | 42.9 | 36 | 32.1 | 26 | 23.2 | 0 | 0.0 | 0 | 0.0 |
| St. Mary's | 211 | 1 | 0.5 | 0 | 0.0 | 68 | 32.2 | 69 | 32.7 | 73 | 34.6 | 0 | 0.0 | 0 | 0.0 |
| Somerset | 80 | 0 | 0.0 | 0 | 0.0 | 22 | 27.5 | 31 | 38.8 | 26 | 32.5 | 1 | 1.3 | 0 | 0.0 |
| Talbot | 57 | 0 | 0.0 | 5 | 8.8 | 22 | 38.6 | 0 | 0.0 | 14 | 24.6 | 0 | 0.0 | 16 | 28.1 |
| Washington | 358 | 0 | 0.0 | 20 | 5.6 | 99 | 27.7 | 116 | 32.4 | 123 | 34.4 | 0 | 0.0 | 0 | 0.0 |
| Wicomico | 38 | 0 | 0.0 | 6 | 15.8 | 9 | 23.7 | 14 | 36.8 | 9 | 23.7 | 0 | 0.0 | 0 | 0.0 |
| Worcester | 130 | 1 | 0.8 | 9 | 6.9 | 40 | 30.8 | 21 | 16.2 | 59 | 45.4 | 0 | 0.0 | 0 | 0.0 |

Table 2

Total New Certified Professional Staff at School Level
By Preparation
Maryland Public Schools: October, 1994

| Local Unit | Doctor's Degree | | Master's Degree Plus 30 Hours | | Master's Degree | | Bachelor's Degree Plus 30 Hours | | Bachelor's Degree | | 2-3 Years College | | Less Than 2 Years College | |
|------------------|-----------------|-----|-------------------------------|------|-----------------|------|---------------------------------|------|-------------------|------|-------------------|------|---------------------------|------|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Total | 14 | 0.5 | 56 | 1.9 | 604 | 20.2 | 87 | 2.9 | 2,200 | 73.5 | 4 | 0.1 | 28 | 0.9 |
| Allegany | 16 | 0.0 | 0 | 0.0 | 6 | 37.5 | 1 | 6.5 | 9 | 56.3 | 0 | 0.0 | 0 | 0.0 |
| Anne Arundel | 192 | 1 | 2 | 1.0 | 53 | 27.6 | 7 | 3.6 | 126 | 65.6 | 0 | 0.0 | 3 | 1.6 |
| Baltimore City | 446 | 6 | 5 | 1.1 | 62 | 13.9 | 18 | 4.0 | 354 | 79.4 | 0 | 0.0 | 1 | 0.2 |
| Baltimore | 425 | 4 | 24 | 5.6 | 128 | 30.1 | 2 | 0.5 | 267 | 62.8 | 0 | 0.0 | 0 | 0.0 |
| Calvert | 46 | 0 | 0 | 0.0 | 2 | 4.3 | 0 | 0.0 | 44 | 95.7 | 0 | 0.0 | 0 | 0.0 |
| Caroline | 31 | 0 | 0 | 0.0 | 5 | 16.1 | 1 | 3.2 | 25 | 80.6 | 0 | 0.0 | 0 | 0.0 |
| Carroll | 111 | 2 | 3 | 2.7 | 18 | 16.2 | 15 | 13.5 | 72 | 64.9 | 1 | 0.9 | 0 | 0.0 |
| Cecil | 68 | 0 | 3 | 4.4 | 9 | 13.2 | 0 | 0.0 | 56 | 82.4 | 0 | 0.0 | 0 | 0.0 |
| Charles | 84 | 0 | 1 | 1.2 | 23 | 27.4 | 6 | 7.1 | 53 | 63.1 | 0 | 0.0 | 1 | 1.2 |
| Dorchester | 23 | 0 | 3 | 13.0 | 1 | 4.3 | 0 | 0.0 | 18 | 78.3 | 0 | 0.0 | 1 | 4.3 |
| Frederick | 189 | 0 | 7 | 3.7 | 42 | 22.2 | 6 | 3.2 | 134 | 70.9 | 0 | 0.0 | 0 | 0.0 |
| Garrett | 20 | 0 | 0 | 0.0 | 3 | 15.0 | 0 | 0.0 | 17 | 85.0 | 0 | 0.0 | 0 | 0.0 |
| Harford | 250 | 1 | 4 | 1.6 | 52 | 20.8 | 5 | 2.0 | 188 | 75.2 | 0 | 0.0 | 0 | 0.0 |
| Howard | 229 | 1 | 5 | 2.2 | 43 | 18.8 | 9 | 3.9 | 150 | 65.5 | 1 | 0.4 | 20 | 8.7 |
| Kent | 2 | 0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 |
| Montgomery | 374 | 2 | 28 | 7.5 | 113 | 30.2 | 36 | 9.6 | 195 | 52.1 | 0 | 0.0 | 0 | 0.0 |
| Prince George's | 568 | 3 | 2 | 0.4 | 135 | 23.8 | 8 | 1.4 | 420 | 73.9 | 0 | 0.0 | 0 | 0.0 |
| Queen Anne's | 28 | 0 | 1 | 3.6 | 5 | 17.9 | 1 | 3.6 | 21 | 75.0 | 0 | 0.0 | 0 | 0.0 |
| St Mary's | 51 | 0 | 0 | 0.0 | 15 | 29.4 | 0 | 0.0 | 36 | 70.6 | 0 | 0.0 | 0 | 0.0 |
| Somerset | 7 | 0 | 0 | 0.0 | 1 | 14.3 | 1 | 14.3 | 4 | 57.1 | 1 | 14.3 | 0 | 0.0 |
| Talbot | 19 | 0 | 0 | 0.0 | 3 | 15.8 | 0 | 0.0 | 14 | 73.7 | 0 | 0.0 | 2 | 10.5 |
| Washington | 97 | 0 | 1 | 1.0 | 5 | 5.2 | 0 | 0.0 | 88 | 90.7 | 1 | 1.0 | 2 | 2.1 |
| Wicomico | 73 | 0 | 2 | 2.7 | 14 | 19.2 | 4 | 5.5 | 53 | 72.6 | 0 | 0.0 | 0 | 0.0 |
| Worcester | 21 | 0 | 0 | 0.0 | 5 | 23.8 | 0 | 0.0 | 15 | 71.4 | 0 | 0.0 | 1 | 4.8 |
| L.E.A. Transfers | 377 | 6 | 36 | 9.5 | 139 | 36.9 | 33 | 8.8 | 160 | 42.4 | 0 | 0.0 | 3 | 0.8 |

NOTE: Transfers between units are included in individual local unit totals, but excluded from State totals

Table 2A

Total New Certified Professional Staff at Elementary School Level
By Preparation
Maryland Public Schools: October, 1994

| Local Unit | Doctor's Degree | | Master's Degree Plus 30 Hours | | Master's Degree | | Bachelor's Degree Plus 30 Hours | | Bachelor's Degree | | 2-3 Years College | | Less Than 2 Years College | | |
|------------------|-----------------|---|-------------------------------|----|-----------------|-----|---------------------------------|----|-------------------|-------|-------------------|---|---------------------------|----|------|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | |
| Total State | 1,424 | 3 | 0.2 | 21 | 1.5 | 279 | 19.6 | 26 | 1.8 | 1,077 | 75.6 | 1 | 0.1 | 17 | 1.2 |
| Allegany | 10 | 0 | 0.0 | 0 | 0.0 | 5 | 50.0 | 0 | 0.0 | 5 | 50.0 | 0 | 0.0 | 0 | 0.0 |
| Anne Arundel | 63 | 0 | 0.0 | 0 | 0.0 | 26 | 41.3 | 2 | 3.2 | 35 | 55.6 | 0 | 0.0 | 0 | 0.0 |
| Baltimore City | 181 | 1 | 0.6 | 1 | 0.6 | 21 | 11.6 | 5 | 2.8 | 153 | 84.5 | 0 | 0.0 | 0 | 0.0 |
| Baltimore | 205 | 0 | 0.0 | 6 | 2.9 | 57 | 27.8 | 1 | 0.5 | 141 | 68.8 | 0 | 0.0 | 0 | 0.0 |
| Calvert | 20 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 20 | 100.0 | 0 | 0.0 | 0 | 0.0 |
| Caroline | 17 | 0 | 0.0 | 0 | 0.0 | 3 | 17.6 | 1 | 5.9 | 13 | 76.5 | 0 | 0.0 | 0 | 0.0 |
| Carroll | 51 | 1 | 2.0 | 0 | 0.0 | 9 | 17.6 | 4 | 7.8 | 37 | 72.5 | 0 | 0.0 | 0 | 0.0 |
| Cecil | 35 | 0 | 0.0 | 1 | 2.9 | 5 | 14.3 | 0 | 0.0 | 29 | 82.9 | 0 | 0.0 | 0 | 0.0 |
| Charles | 31 | 0 | 0.0 | 1 | 3.2 | 8 | 25.8 | 0 | 0.0 | 22 | 71.0 | 0 | 0.0 | 0 | 0.0 |
| Dorchester | 5 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 5 | 100.0 | 0 | 0.0 | 0 | 0.0 |
| Frederick | 89 | 0 | 0.0 | 2 | 2.2 | 20 | 22.5 | 2 | 2.2 | 65 | 73.0 | 0 | 0.0 | 0 | 0.0 |
| Garrett | 8 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 8 | 100.0 | 0 | 0.0 | 0 | 0.0 |
| Harford | 126 | 0 | 0.0 | 3 | 2.4 | 23 | 18.3 | 2 | 1.6 | 98 | 77.8 | 0 | 0.0 | 0 | 0.0 |
| Howard | 127 | 1 | 0.8 | 1 | 0.8 | 21 | 16.5 | 7 | 5.5 | 80 | 63.0 | 0 | 0.0 | 17 | 13.4 |
| Kent | 2 | 0 | 0.0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 |
| Montgomery | 204 | 1 | 0.5 | 13 | 6.4 | 65 | 31.9 | 8 | 3.9 | 117 | 57.4 | 0 | 0.0 | 0 | 0.0 |
| Prince George's | 289 | 1 | 0.3 | 1 | 0.3 | 66 | 22.8 | 2 | 0.7 | 219 | 75.8 | 0 | 0.0 | 0 | 0.0 |
| Queen Anne's | 18 | 0 | 0.0 | 1 | 5.6 | 3 | 16.7 | 1 | 5.6 | 13 | 72.2 | 0 | 0.0 | 0 | 0.0 |
| St. Mary's | 21 | 0 | 0.0 | 0 | 0.0 | 6 | 28.6 | 0 | 0.0 | 15 | 71.4 | 0 | 0.0 | 0 | 0.0 |
| Somerset | 4 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 3 | 75.0 | 1 | 25.0 | 0 | 0.0 |
| Talbot | 9 | 0 | 0.0 | 0 | 0.0 | 1 | 11.1 | 0 | 0.0 | 7 | 77.8 | 0 | 0.0 | 1 | 11.1 |
| Washington | 34 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 34 | 100.0 | 0 | 0.0 | 0 | 0.0 |
| Wicomico | 32 | 0 | 0.0 | 2 | 6.3 | 4 | 12.5 | 3 | 9.4 | 23 | 71.9 | 0 | 0.0 | 0 | 0.0 |
| Worcester | 5 | 0 | 0.0 | 0 | 0.0 | 2 | 40.0 | 0 | 0.0 | 3 | 60.0 | 0 | 0.0 | 0 | 0.0 |
| J.F.A. Transfers | 162 | 2 | 1.2 | 12 | 7.4 | 66 | 40.7 | 12 | 7.4 | 69 | 42.6 | 0 | 0.0 | 1 | 0.6 |

(NOTE: Transfers between units are included in individual local unit totals, but excluded from State totals

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Table 2B

Total New Certified Professional Staff at Secondary School Level
By Preparation
Maryland Public Schools: October, 1994

| Local Unit | Doctor's Degree | | Master's Degree Plus 30 Hours | | Master's Degree | | Bachelor's Degree Plus 30 Hours | | Bachelor's Degree | | 2-3 Years College | | Less Than 2 Years College | |
|-----------------|-----------------|-----|-------------------------------|------|-----------------|------|---------------------------------|------|-------------------|-------|-------------------|------|---------------------------|-------|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Total State | 878 | 0.8 | 25 | 2.8 | 206 | 23.5 | 39 | 4.4 | 589 | 67.1 | 2 | 0.2 | 10 | 1.1 |
| Allegany | 1 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 |
| Anne Arundel | 70 | 1.4 | 1 | 1.4 | 15 | 21.4 | 3 | 4.3 | 47 | 67.1 | 0 | 0.0 | 3 | 210.0 |
| Baltimore City | 117 | 3 | 2 | 1.7 | 23 | 19.7 | 8 | 6.8 | 80 | 68.4 | 0 | 0.0 | 1 | 58.5 |
| Baltimore | 104 | 1 | 14 | 13.5 | 39 | 37.5 | 0 | 0.0 | 50 | 48.1 | 0 | 0.0 | 0 | 0.0 |
| Calvert | 14 | 0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 14 | 100.0 | 0 | 0.0 | 0 | 0.0 |
| Caroline | 7 | 0 | 0 | 0.0 | 2 | 28.6 | 0 | 0.0 | 5 | 71.4 | 0 | 0.0 | 0 | 0.0 |
| Carroll | 29 | 1 | 3 | 10.3 | 4 | 13.8 | 7 | 24.1 | 13 | 44.8 | 1 | 29.0 | 0 | 0.0 |
| Cecil | 16 | 0 | 1 | 6.3 | 2 | 12.5 | 0 | 0.0 | 13 | 81.3 | 0 | 0.0 | 0 | 0.0 |
| Charles | 30 | 0 | 0 | 0.0 | 9 | 30.0 | 2 | 6.7 | 18 | 60.0 | 0 | 0.0 | 1 | 0.0 |
| Dorchester | 6 | 0 | 1 | 16.7 | 1 | 16.7 | 0 | 0.0 | 3 | 50.0 | 0 | 0.0 | 1 | 6.0 |
| Frederick | 42 | 0 | 3 | 7.1 | 10 | 23.8 | 2 | 4.8 | 27 | 64.3 | 0 | 0.0 | 0 | 0.0 |
| Galett | 10 | 0 | 0 | 0.0 | 3 | 30.0 | 0 | 0.0 | 7 | 70.0 | 0 | 0.0 | 0 | 0.0 |
| Hatford | 57 | 1 | 1 | 1.8 | 13 | 22.8 | 2 | 3.5 | 40 | 70.2 | 0 | 0.0 | 0 | 0.0 |
| Howard | 48 | 0 | 2 | 4.2 | 10 | 20.8 | 1 | 2.1 | 33 | 68.8 | 0 | 0.0 | 2 | 48.0 |
| Kent | 0 | 0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Montgomery | 94 | 0 | 9 | 9.6 | 30 | 31.9 | 20 | 21.3 | 35 | 37.2 | 0 | 0.0 | 0 | 0.0 |
| Prince George's | 238 | 2 | 0 | 0.0 | 60 | 25.2 | 5 | 2.1 | 171 | 71.8 | 0 | 0.0 | 0 | 0.0 |
| Queen Anne's | 4 | 0 | 0 | 0.0 | 1 | 25.0 | 0 | 0.0 | 3 | 75.0 | 0 | 0.0 | 0 | 0.0 |
| St. Mary's | 17 | 0 | 0 | 0.0 | 5 | 41.7 | 0 | 0.0 | 7 | 58.3 | 0 | 0.0 | 0 | 0.0 |
| Somerset | 2 | 0 | 0 | 0.0 | 1 | 50.0 | 0 | 0.0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 |
| Falbot | 7 | 0 | 0 | 0.0 | 2 | 28.6 | 0 | 0.0 | 5 | 71.4 | 0 | 0.0 | 0 | 0.0 |
| Washington | 37 | 0 | 1 | 2.7 | 2 | 5.4 | 0 | 0.0 | 31 | 83.8 | 1 | 0.0 | 2 | 0.0 |
| Wicomico | 40 | 0 | 0 | 0.0 | 10 | 25.0 | 1 | 2.5 | 29 | 72.5 | 0 | 0.0 | 0 | 0.0 |
| Worcester | 3 | 0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 66.7 | 0 | 0.0 | 1 | 0.0 |
| IFA Transfers | 110 | 2 | 13 | 11.8 | 36 | 32.7 | 12 | 10.9 | 46 | 41.8 | 0 | 0.0 | 1 | 8.5 |

NOTE: Transfers between units are included in individual local unit totals, but excluded from State totals

Table 2C

Total New Certified Professional Staff at Middle and Combined School Level
By Preparation
Maryland Public Schools: October, 1994

| Local Unit | Doctor's Degree | | Master's Degree Plus 30 Hours | | Master's Degree | | Bachelor's Degree Plus 30 Hours | | Bachelor's Degree | | 2-3 Years College | | Less Than 2 Years College | | |
|-----------------|-----------------|---|-------------------------------|----|-----------------|-----|---------------------------------|----|-------------------|-----|-------------------|---|---------------------------|---|------|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | |
| Total State | 691 | 4 | 0.6 | 10 | 1.4 | 119 | 17.2 | 22 | 3.2 | 534 | 77.3 | 1 | 0.1 | 1 | 0.1 |
| Allegany | 5 | 0 | 0.0 | 0 | 0.0 | 1 | 20.0 | 1 | 20.0 | 3 | 60.0 | 0 | 0.0 | 0 | 0.0 |
| Anne Arundel | 59 | 0 | 0.0 | 1 | 1.7 | 12 | 20.3 | 2 | 3.4 | 44 | 74.6 | 0 | 0.0 | 0 | 0.0 |
| Baltimore City | 148 | 2 | 1.4 | 2 | 1.4 | 18 | 12.2 | 5 | 3.4 | 121 | 81.8 | 0 | 0.0 | 0 | 0.0 |
| Baltimore | 116 | 3 | 2.6 | 4 | 3.4 | 32 | 27.6 | 1 | 0.9 | 76 | 65.5 | 0 | 0.0 | 0 | 0.0 |
| Calvert | 12 | 0 | 0.0 | 0 | 0.0 | 2 | 16.7 | 0 | 0.0 | 10 | 83.3 | 0 | 0.0 | 0 | 0.0 |
| Caroline | 7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 7 | 100.0 | 0 | 0.0 | 0 | 0.0 |
| Carroll | 31 | 0 | 0.0 | 0 | 0.0 | 5 | 16.1 | 4 | 12.9 | 22 | 71.0 | 0 | 0.0 | 0 | 0.0 |
| Cecil | 17 | 0 | 0.0 | 1 | 5.9 | 2 | 11.8 | 0 | 0.0 | 14 | 82.4 | 0 | 0.0 | 0 | 0.0 |
| Charles | 23 | 0 | 0.0 | 0 | 0.0 | 6 | 26.1 | 4 | 17.4 | 13 | 56.5 | 0 | 0.0 | 0 | 0.0 |
| Dorchester | 12 | 0 | 0.0 | 2 | 16.7 | 0 | 0.0 | 0 | 0.0 | 10 | 83.3 | 0 | 0.0 | 0 | 0.0 |
| Frederick | 58 | 0 | 0.0 | 2 | 3.4 | 12 | 20.7 | 2 | 3.4 | 42 | 72.4 | 0 | 0.0 | 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 | 67 | 0 | 0.0 | 0 | 0.0 | 16 | 23.9 | 1 | 1.5 | 50 | 74.6 | 0 | 0.0 | 0 | 0.0 |
| Howard | 54 | 0 | 0.0 | 2 | 3.7 | 12 | 22.2 | 1 | 1.9 | 37 | 68.5 | 1 | 1.9 | 1 | 1.9 |
| Kent | 0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Montgomery | 76 | 1 | 1.3 | 6 | 7.9 | 18 | 23.7 | 8 | 10.5 | 43 | 56.6 | 0 | 0.0 | 0 | 0.0 |
| Prince George's | 41 | 0 | 0.0 | 1 | 2.4 | 9 | 22.0 | 1 | 2.4 | 30 | 73.2 | 0 | 0.0 | 0 | 0.0 |
| Queen Anne's | 6 | 0 | 0.0 | 0 | 0.0 | 1 | 16.7 | 0 | 0.0 | 5 | 83.3 | 0 | 0.0 | 0 | 0.0 |
| St Mary's | 18 | 0 | 0.0 | 0 | 0.0 | 4 | 22.2 | 0 | 0.0 | 14 | 77.8 | 0 | 0.0 | 0 | 0.0 |
| Somerset | 1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Talbot | 3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 66.7 | 0 | 0.0 | 1 | 33.3 |
| Washington | 26 | 0 | 0.0 | 0 | 0.0 | 3 | 11.5 | 0 | 0.0 | 23 | 88.5 | 0 | 0.0 | 0 | 0.0 |
| Wicomico | 1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 |
| Worcester | 13 | 0 | 0.0 | 0 | 0.0 | 3 | 23.1 | 0 | 0.0 | 10 | 76.9 | 0 | 0.0 | 0 | 0.0 |
| LEA Transfers | 105 | 2 | 1.9 | 11 | 10.5 | 37 | 35.2 | 9 | 8.6 | 45 | 42.9 | 0 | 0.0 | 1 | 1.0 |

NOTE: Transfers between units are included in individual local unit totals, but excluded from State totals

Table 3

Total Certified Professional Staff at School Level
By Years of Experience
Maryland Public Schools: October, 1994

| Local Unit | 1-5 Years | | 6-10 Years | | 11-15 Years | | 16-20 Years | | 21-25 Years | | 26-30 Years | | 30+ Years | | |
|-----------------|-----------|--------|------------|-------|-------------|-------|-------------|-------|-------------|-------|-------------|-------|-----------|-------|------|
| | Total | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Total State | 51,855 | 11,039 | 21.3 | 6,790 | 13.1 | 6,617 | 12.8 | 8,546 | 16.5 | 9,873 | 19.0 | 6,311 | 12.2 | 2,679 | 5.2 |
| Allegany | 767 | 126 | 16.4 | 92 | 12.0 | 103 | 13.4 | 132 | 17.2 | 149 | 19.4 | 105 | 13.7 | 60 | 7.8 |
| Anne Arundel | 4,635 | 675 | 14.6 | 579 | 12.5 | 642 | 13.9 | 838 | 18.1 | 1,001 | 21.6 | 653 | 14.1 | 247 | 5.3 |
| Baltimore City | 6,842 | 1,455 | 21.3 | 619 | 9.0 | 596 | 8.7 | 1,058 | 15.5 | 1,481 | 21.6 | 952 | 13.9 | 681 | 10.0 |
| Baltimore | 6,610 | 1,683 | 25.5 | 678 | 10.3 | 805 | 12.2 | 1,191 | 18.0 | 1,232 | 18.6 | 799 | 12.1 | 222 | 3.4 |
| Calvert | 745 | 174 | 23.4 | 127 | 17.0 | 87 | 11.7 | 127 | 17.0 | 132 | 17.7 | 74 | 9.9 | 24 | 3.2 |
| Caroline | 343 | 76 | 22.2 | 62 | 18.1 | 53 | 15.5 | 59 | 17.2 | 53 | 15.5 | 31 | 9.0 | 9 | 2.6 |
| Carroll | 1,569 | 316 | 20.1 | 253 | 16.1 | 210 | 13.4 | 304 | 19.4 | 280 | 17.8 | 160 | 10.2 | 46 | 2.9 |
| Cecil | 998 | 186 | 18.6 | 140 | 14.0 | 144 | 14.4 | 170 | 17.0 | 211 | 21.1 | 115 | 11.5 | 32 | 3.2 |
| Charles | 1,363 | 323 | 23.7 | 210 | 15.4 | 211 | 15.5 | 239 | 17.5 | 235 | 17.2 | 111 | 8.1 | 34 | 2.5 |
| Dorchester | 356 | 70 | 19.7 | 45 | 12.6 | 29 | 8.1 | 82 | 23.0 | 72 | 20.2 | 39 | 11.0 | 19 | 5.3 |
| Frederick | 2,186 | 536 | 24.5 | 438 | 20.0 | 297 | 13.6 | 346 | 15.8 | 340 | 15.6 | 167 | 7.6 | 62 | 2.8 |
| Garrett | 394 | 64 | 16.2 | 74 | 18.8 | 55 | 14.0 | 80 | 20.3 | 77 | 19.5 | 36 | 9.1 | 8 | 2.0 |
| Harford | 2,476 | 592 | 23.9 | 351 | 14.2 | 292 | 11.8 | 398 | 16.1 | 450 | 18.2 | 308 | 12.4 | 85 | 3.4 |
| Howard | 2,607 | 685 | 26.3 | 488 | 18.7 | 418 | 16.0 | 459 | 17.6 | 362 | 13.9 | 158 | 6.1 | 37 | 1.4 |
| Kent | 198 | 35 | 17.7 | 33 | 16.7 | 28 | 14.1 | 36 | 18.2 | 38 | 19.2 | 18 | 9.1 | 10 | 5.1 |
| Montgomery | 7,927 | 1,212 | 15.3 | 1,179 | 14.9 | 1,202 | 15.2 | 1,229 | 15.5 | 1,540 | 19.4 | 1,068 | 13.5 | 497 | 6.3 |
| Prince George's | 7,211 | 1,849 | 25.6 | 801 | 11.1 | 825 | 11.4 | 921 | 12.8 | 1,378 | 19.1 | 1,056 | 14.6 | 381 | 5.3 |
| Queen Anne's | 392 | 104 | 26.5 | 55 | 14.0 | 47 | 12.0 | 86 | 21.9 | 54 | 13.8 | 35 | 8.9 | 11 | 2.8 |
| St. Mary's | 921 | 216 | 23.5 | 151 | 16.4 | 142 | 15.4 | 174 | 18.9 | 144 | 15.6 | 71 | 7.7 | 23 | 2.5 |
| Somerset | 230 | 42 | 18.3 | 30 | 13.0 | 37 | 16.1 | 40 | 17.4 | 38 | 16.5 | 21 | 9.1 | 22 | 9.6 |
| Talbot | 300 | 74 | 24.7 | 34 | 11.3 | 48 | 16.0 | 57 | 19.0 | 56 | 18.7 | 27 | 9.0 | 4 | 1.3 |
| Washington | 1,355 | 241 | 17.8 | 154 | 11.4 | 155 | 11.4 | 252 | 18.6 | 287 | 21.2 | 174 | 12.8 | 92 | 6.8 |
| Wicomico | 962 | 211 | 21.9 | 140 | 14.6 | 134 | 13.9 | 183 | 19.0 | 157 | 16.3 | 84 | 8.7 | 53 | 5.5 |
| Worcester | 468 | 94 | 20.1 | 57 | 12.2 | 57 | 12.2 | 85 | 18.2 | 106 | 22.6 | 49 | 10.5 | 20 | 4.3 |

Table 3A

Total Certified Professional Staff at Elementary School Level
By Years of Experience
Maryland Public Schools: October, 1994

| Local Unit | 1-5 Years | | 6-10 Years | | 11-15 Years | | 16-20 Years | | 21-25 Years | | 26-30 Years | | 30+ Years | |
|-----------------|-----------|------|------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-----------|------|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Total | 6,001 | 23.5 | 3,971 | 15.5 | 3,444 | 13.5 | 4,000 | 15.6 | 4,329 | 16.9 | 2,619 | 10.2 | 1,215 | 4.7 |
| Allegany | 314 | 19.4 | 41 | 13.1 | 43 | 13.7 | 56 | 17.8 | 59 | 18.8 | 36 | 11.5 | 18 | 5.7 |
| Anne Arundel | 2,242 | 16.0 | 326 | 14.5 | 333 | 14.9 | 415 | 18.5 | 417 | 18.6 | 272 | 12.1 | 121 | 5.4 |
| Baltimore City | 3,440 | 23.2 | 360 | 10.5 | 321 | 9.3 | 496 | 14.4 | 678 | 19.7 | 433 | 12.6 | 355 | 10.3 |
| Baltimore | 3,129 | 28.3 | 406 | 13.0 | 413 | 13.2 | 556 | 17.8 | 492 | 15.7 | 297 | 9.5 | 80 | 2.6 |
| Calvert | 384 | 23.4 | 71 | 18.5 | 45 | 11.7 | 67 | 17.4 | 61 | 15.9 | 38 | 9.9 | 12 | 3.1 |
| Caroline | 169 | 21.9 | 36 | 21.3 | 23 | 13.6 | 29 | 17.2 | 26 | 15.4 | 16 | 9.5 | 2 | 1.2 |
| Carroll | 734 | 23.4 | 148 | 20.2 | 98 | 13.4 | 124 | 16.9 | 122 | 16.6 | 56 | 7.6 | 14 | 1.9 |
| Cecil | 493 | 20.1 | 73 | 14.8 | 82 | 16.6 | 79 | 16.0 | 99 | 20.1 | 45 | 9.1 | 16 | 3.2 |
| Charles | 623 | 23.6 | 110 | 17.7 | 102 | 16.4 | 108 | 17.3 | 98 | 15.7 | 45 | 7.2 | 13 | 2.1 |
| Dorchester | 158 | 19.6 | 28 | 17.7 | 13 | 8.2 | 34 | 21.5 | 29 | 18.4 | 11 | 7.0 | 12 | 7.6 |
| Frederick | 1,063 | 25.6 | 225 | 21.2 | 139 | 13.1 | 177 | 16.7 | 161 | 15.1 | 65 | 6.1 | 24 | 2.3 |
| Garrett | 188 | 18.1 | 32 | 17.0 | 22 | 11.7 | 46 | 24.5 | 39 | 20.7 | 11 | 5.9 | 4 | 2.1 |
| Harford | 1,199 | 25.0 | 200 | 16.7 | 151 | 12.6 | 167 | 13.9 | 218 | 18.2 | 126 | 10.5 | 37 | 3.1 |
| Howard | 1,300 | 30.8 | 300 | 23.1 | 209 | 16.1 | 200 | 15.4 | 128 | 9.8 | 49 | 3.8 | 13 | 1.0 |
| Kent | 89 | 19.1 | 20 | 22.5 | 15 | 16.9 | 16 | 18.0 | 14 | 15.7 | 5 | 5.6 | 2 | 2.2 |
| Montgomery | 4,114 | 18.1 | 746 | 18.1 | 676 | 16.4 | 613 | 14.9 | 693 | 16.8 | 438 | 10.6 | 205 | 5.0 |
| Prince George's | 3,731 | 28.5 | 496 | 13.3 | 445 | 11.9 | 430 | 11.5 | 615 | 16.5 | 492 | 13.2 | 189 | 5.1 |
| Queen Anne's | 175 | 33.1 | 25 | 14.3 | 21 | 12.0 | 31 | 17.7 | 22 | 12.6 | 14 | 8.0 | 4 | 2.3 |
| St Mary's | 471 | 22.9 | 97 | 20.6 | 73 | 15.5 | 75 | 15.9 | 73 | 15.5 | 33 | 7.0 | 12 | 2.5 |
| Somerset | 69 | 20.3 | 9 | 13.0 | 11 | 15.9 | 9 | 13.0 | 7 | 10.1 | 6 | 8.7 | 13 | 18.8 |
| Talbot | 152 | 27.0 | 20 | 13.2 | 29 | 19.1 | 24 | 15.8 | 28 | 18.4 | 9 | 5.9 | 1 | 0.7 |
| Washington | 647 | 17.6 | 84 | 13.0 | 79 | 12.2 | 118 | 18.2 | 138 | 21.3 | 77 | 11.9 | 37 | 5.7 |
| Wicomico | 497 | 22.1 | 93 | 18.7 | 72 | 14.5 | 87 | 17.5 | 74 | 14.9 | 35 | 7.0 | 26 | 5.2 |
| Worcester | 198 | 24.2 | 25 | 12.6 | 29 | 14.6 | 43 | 21.7 | 38 | 19.2 | 10 | 5.1 | 5 | 2.5 |

Table 3B

Total Certified Professional Staff at Secondary School Level
By Years of Experience
Maryland Public Schools: October, 1994

| Local Unit | 1-5 Years | | 6-10 Years | | 11-15 Years | | 16-20 Years | | 21-25 Years | | 26-30 Years | | 30+ Years | |
|-----------------|-----------|------|------------|------|-------------|------|-------------|------|-------------|------|-------------|------|-----------|------|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Total | 15,443 | 16.7 | 1,413 | 9.1 | 1,801 | 11.7 | 2,675 | 17.3 | 3,491 | 22.6 | 2,491 | 16.1 | 998 | 6.5 |
| Allegany | 228 | 8.3 | 29 | 12.7 | 35 | 15.4 | 44 | 19.3 | 44 | 19.3 | 33 | 14.5 | 24 | 10.5 |
| Anne Arundel | 1,395 | 12.0 | 111 | 8.0 | 165 | 11.8 | 237 | 17.0 | 376 | 27.0 | 253 | 18.1 | 85 | 6.1 |
| Baltimore City | 1,551 | 14.1 | 85 | 5.5 | 103 | 6.6 | 279 | 18.0 | 418 | 27.0 | 281 | 18.1 | 167 | 10.8 |
| Baltimore | 1,734 | 18.8 | 100 | 5.8 | 173 | 10.0 | 298 | 17.2 | 425 | 24.5 | 318 | 18.3 | 94 | 5.4 |
| Calvert | 193 | 21.1 | 34 | 17.9 | 21 | 11.1 | 31 | 16.3 | 35 | 18.4 | 21 | 11.1 | 8 | 4.2 |
| Caroline | 98 | 22.4 | 14 | 14.3 | 20 | 20.4 | 16 | 16.3 | 12 | 12.2 | 9 | 9.2 | 5 | 5.1 |
| Carroll | 455 | 13.6 | 60 | 13.2 | 63 | 13.8 | 97 | 21.3 | 97 | 21.3 | 55 | 12.1 | 21 | 4.6 |
| Cecil | 296 | 13.9 | 36 | 12.2 | 40 | 13.5 | 59 | 19.9 | 66 | 22.3 | 43 | 14.5 | 11 | 3.7 |
| Charles | 435 | 10.0 | 53 | 12.2 | 66 | 15.2 | 79 | 18.2 | 74 | 17.0 | 49 | 11.3 | 14 | 3.2 |
| Dorchester | 109 | 14.8 | 7 | 6.4 | 9 | 8.3 | 28 | 25.7 | 27 | 24.8 | 21 | 19.3 | 3 | 2.8 |
| Frederick | 572 | 21.3 | 99 | 17.3 | 81 | 14.2 | 88 | 15.4 | 101 | 17.7 | 64 | 11.2 | 17 | 3.0 |
| Garrett | 115 | 14.8 | 23 | 20.0 | 23 | 20.0 | 13 | 11.3 | 20 | 17.4 | 16 | 13.9 | 3 | 2.6 |
| Harford | 651 | 18.7 | 70 | 10.8 | 76 | 11.7 | 114 | 17.5 | 127 | 19.5 | 111 | 17.1 | 31 | 4.8 |
| Howard | 628 | 117 | 18.6 | 10.8 | 96 | 15.3 | 135 | 21.5 | 131 | 20.9 | 67 | 10.7 | 14 | 2.2 |
| Kent | 50 | 7 | 5 | 10.0 | 7 | 14.0 | 9 | 18.0 | 11 | 22.0 | 9 | 18.0 | 2 | 4.0 |
| Montgomery | 2,581 | 11.0 | 237 | 9.2 | 340 | 13.2 | 426 | 16.5 | 584 | 22.6 | 474 | 18.4 | 235 | 9.1 |
| Prince George's | 2,922 | 621 | 21.3 | 8.0 | 300 | 10.3 | 418 | 14.3 | 663 | 22.7 | 501 | 17.1 | 184 | 6.3 |
| Queen Anne's | 105 | 23 | 21.9 | 13.3 | 9 | 8.6 | 32 | 30.5 | 10 | 9.5 | 11 | 10.5 | 6 | 5.7 |
| St. Mary's | 239 | 57 | 23.8 | 11.7 | 38 | 15.9 | 54 | 22.6 | 40 | 16.7 | 16 | 6.7 | 6 | 2.5 |
| Somerset | 81 | 9 | 11.1 | 9.9 | 12 | 14.8 | 16 | 19.8 | 20 | 24.7 | 11 | 13.6 | 5 | 6.2 |
| Fallbot | 91 | 20 | 22.0 | 12.1 | 9 | 9.9 | 17 | 18.7 | 21 | 23.1 | 12 | 13.2 | 1 | 1.1 |
| Washington | 350 | 51 | 15.1 | 9.4 | 38 | 10.9 | 71 | 20.3 | 71 | 20.3 | 53 | 15.1 | 30 | 8.6 |
| Wicomico | 427 | 95 | 22.2 | 9.6 | 59 | 13.8 | 86 | 20.1 | 74 | 17.3 | 46 | 10.8 | 26 | 6.1 |
| Worcester | 140 | 15 | 10.7 | 8.6 | 18 | 12.9 | 28 | 20.0 | 44 | 31.4 | 17 | 12.1 | 6 | 4.3 |

Table 3C

Total Certified Professional Staff at Middle and Combined School Level
By Years of Experience
Maryland Public Schools: October, 1994

| Local Unit | 1-5 Years | | 6-10 Years | | 11-15 Years | | 16-20 Years | | 21-25 Years | | 26-30 Years | | 30+ Years | | |
|-----------------|-----------|-------|------------|-------|-------------|-------|-------------|-------|-------------|-------|-------------|-------|-----------|-----|------|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | |
| Total | 10,833 | 2,464 | 22.7 | 1,406 | 13.0 | 1,372 | 12.7 | 1,871 | 17.3 | 2,053 | 19.0 | 1,201 | 11.1 | 466 | 4.3 |
| Allegany | 225 | 46 | 20.4 | 22 | 9.8 | 25 | 11.1 | 32 | 14.2 | 46 | 20.4 | 36 | 16.0 | 18 | 8.0 |
| Anne Arundel | 998 | 149 | 14.9 | 142 | 14.2 | 144 | 14.4 | 186 | 18.6 | 208 | 20.8 | 128 | 12.8 | 41 | 4.1 |
| Baltimore City | 1,851 | 440 | 23.8 | 174 | 9.4 | 172 | 9.3 | 283 | 15.3 | 385 | 20.8 | 238 | 12.9 | 159 | 8.6 |
| Baltimore | 1,747 | 472 | 27.0 | 172 | 9.8 | 219 | 12.5 | 337 | 19.3 | 315 | 18.0 | 184 | 10.5 | 48 | 2.7 |
| Calvert | 171 | 44 | 25.7 | 22 | 12.9 | 21 | 12.3 | 29 | 17.0 | 36 | 21.1 | 15 | 8.8 | 4 | 2.3 |
| Caroline | 76 | 17 | 22.4 | 12 | 15.8 | 10 | 13.2 | 14 | 18.4 | 15 | 19.7 | 6 | 7.9 | 2 | 2.6 |
| Carroll | 380 | 82 | 21.6 | 45 | 11.8 | 49 | 12.9 | 83 | 21.8 | 61 | 16.1 | 49 | 12.9 | 11 | 2.9 |
| Cecil | 209 | 46 | 22.0 | 31 | 14.8 | 22 | 10.5 | 32 | 15.3 | 46 | 22.0 | 27 | 12.9 | 5 | 2.4 |
| Charles | 305 | 76 | 24.9 | 47 | 15.4 | 43 | 14.1 | 52 | 17.0 | 63 | 20.7 | 17 | 5.6 | 7 | 2.3 |
| Dorchester | 89 | 25 | 28.1 | 10 | 11.2 | 7 | 7.9 | 20 | 22.5 | 16 | 18.0 | 7 | 7.9 | 4 | 4.5 |
| Frederick | 551 | 142 | 25.8 | 114 | 20.7 | 77 | 14.0 | 81 | 14.7 | 78 | 14.2 | 38 | 6.9 | 21 | 3.8 |
| Garrett | 91 | 13 | 14.3 | 19 | 20.9 | 10 | 11.0 | 21 | 23.1 | 18 | 19.8 | 9 | 9.9 | 1 | 1.1 |
| Harford | 626 | 170 | 27.2 | 81 | 12.9 | 65 | 10.4 | 117 | 18.7 | 105 | 16.8 | 71 | 11.3 | 17 | 2.7 |
| Howard | 679 | 167 | 24.6 | 120 | 17.7 | 113 | 16.6 | 124 | 18.3 | 103 | 15.2 | 42 | 6.2 | 10 | 1.5 |
| Kent | 59 | 11 | 18.6 | 8 | 13.6 | 6 | 10.2 | 11 | 18.6 | 13 | 22.0 | 4 | 6.8 | 6 | 10.2 |
| Montgomery | 1,232 | 184 | 14.9 | 196 | 15.9 | 186 | 15.1 | 190 | 15.4 | 263 | 21.3 | 156 | 12.7 | 57 | 4.6 |
| Prince George's | 558 | 164 | 29.4 | 70 | 12.5 | 80 | 14.3 | 73 | 13.1 | 100 | 17.9 | 63 | 11.3 | 8 | 1.4 |
| Queen Anne's | 112 | 23 | 20.5 | 16 | 14.3 | 17 | 15.2 | 23 | 20.5 | 22 | 19.6 | 10 | 8.9 | 1 | 0.9 |
| St Mary's | 211 | 51 | 24.2 | 26 | 12.3 | 31 | 14.7 | 45 | 21.3 | 31 | 14.7 | 22 | 10.4 | 5 | 2.4 |
| Somerset | 80 | 19 | 23.8 | 13 | 16.3 | 14 | 17.5 | 15 | 18.8 | 11 | 13.8 | 4 | 5.0 | 4 | 5.0 |
| Talbot | 57 | 13 | 22.8 | 3 | 5.3 | 10 | 17.5 | 16 | 28.1 | 7 | 12.3 | 6 | 10.5 | 2 | 3.5 |
| Washington | 358 | 73 | 20.4 | 37 | 10.3 | 38 | 10.6 | 63 | 17.6 | 78 | 21.8 | 44 | 12.3 | 25 | 7.0 |
| Wicomico | 38 | 6 | 15.8 | 6 | 15.8 | 3 | 7.9 | 10 | 26.3 | 9 | 23.7 | 3 | 7.9 | 1 | 2.6 |
| Worcester | 130 | 31 | 23.8 | 20 | 15.4 | 10 | 7.7 | 14 | 10.8 | 24 | 18.5 | 22 | 16.9 | 9 | 6.9 |

Table 4

Total New Certified Professional Staff at School Level
By Years of Experience
Maryland Public Schools: October, 1994

| Local Unit | 1-5 Years | | 6-10 Years | | 11-15 Years | | 16-20 Years | | 21-25 Years | | 26-30 Years | | 30+ Years | | |
|-----------------|-----------|-------|------------|-----|-------------|-----|-------------|-----|-------------|-----|-------------|-----|-----------|-----|-----|
| | Total | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Total State | 2,995 | 2,646 | 88.3 | 194 | 6.5 | 103 | 3.4 | 34 | 1.1 | 13 | 0.4 | 2 | 0.1 | 3 | 0.1 |
| Allegany | 16 | 9 | 56.3 | 4 | 25.0 | 3 | 18.8 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Anne Arundel | 192 | 147 | 76.6 | 27 | 14.1 | 11 | 5.7 | 4 | 2.1 | 2 | 1.0 | 1 | 0.5 | 0 | 0.0 |
| Baltimore City | 446 | 418 | 93.7 | 19 | 4.3 | 6 | 1.3 | 3 | 0.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Baltimore | 425 | 425 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Calvert | 46 | 37 | 80.4 | 7 | 15.2 | 0 | 0.0 | 2 | 4.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Caroline | 31 | 24 | 77.4 | 4 | 12.9 | 2 | 6.5 | 0 | 0.0 | 1 | 3.2 | 0 | 0.0 | 0 | 0.0 |
| Carroll | 111 | 76 | 68.5 | 18 | 16.2 | 11 | 9.9 | 2 | 1.8 | 4 | 3.6 | 0 | 0.0 | 0 | 0.0 |
| Cecil | 68 | 61 | 89.7 | 2 | 2.9 | 4 | 5.9 | 1 | 1.5 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Charles | 84 | 66 | 78.6 | 9 | 10.7 | 3 | 3.6 | 3 | 3.6 | 1 | 1.2 | 1 | 1.2 | 1 | 1.2 |
| Dorchester | 23 | 20 | 87.0 | 1 | 4.3 | 0 | 0.0 | 1 | 4.3 | 0 | 0.0 | 1 | 4.3 | 0 | 0.0 |
| Frederick | 189 | 140 | 74.1 | 28 | 14.8 | 18 | 9.5 | 3 | 1.6 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Gaithersburg | 20 | 19 | 95.0 | 1 | 5.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Harford | 251 | 206 | 82.1 | 24 | 9.6 | 7 | 2.8 | 7 | 2.8 | 5 | 2.0 | 2 | 0.8 | 0 | 0.0 |
| Howard | 229 | 194 | 84.7 | 16 | 7.0 | 14 | 6.1 | 4 | 1.7 | 1 | 0.4 | 0 | 0.0 | 0 | 0.0 |
| Kent | 2 | 1 | 50.0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Montgomery | 374 | 280 | 74.9 | 53 | 14.2 | 25 | 6.7 | 11 | 2.9 | 4 | 1.1 | 1 | 0.3 | 0 | 0.0 |
| Prince George's | 568 | 493 | 86.8 | 35 | 6.2 | 32 | 5.6 | 4 | 0.7 | 2 | 0.4 | 0 | 0.0 | 2 | 0.4 |
| Queen Anne's | 28 | 24 | 85.7 | 2 | 7.1 | 1 | 3.6 | 1 | 3.6 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| St. Mary's | 51 | 46 | 90.2 | 2 | 3.9 | 2 | 3.9 | 0 | 0.0 | 1 | 2.0 | 0 | 0.0 | 0 | 0.0 |
| Somerset | 7 | 6 | 85.7 | 0 | 0.0 | 1 | 14.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Talbot | 19 | 18 | 94.7 | 0 | 0.0 | 1 | 5.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Washington | 97 | 79 | 81.4 | 8 | 8.2 | 3 | 3.1 | 3 | 3.1 | 4 | 4.1 | 0 | 0.0 | 0 | 0.0 |
| Wicomico | 75 | 60 | 80.0 | 8 | 10.7 | 5 | 6.7 | 2 | 2.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Worcester | 21 | 16 | 76.2 | 4 | 19.0 | 1 | 4.8 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| IEA Transfers | 378 | 219 | 57.9 | 79 | 20.9 | 47 | 12.4 | 17 | 4.5 | 12 | 3.2 | 4 | 1.1 | 0 | 0.0 |

NOTE: Transfers between units are included in individual local unit totals, but excluded from State totals

Table 4A

Total New Certified Professional Staff at Elementary School Level
By Years of Experience
Maryland Public Schools: October, 1994

| Local Unit | 1-5 Years | | 6-10 Years | | 11-15 Years | | 16-20 Years | | 21-25 Years | | 26-30 Years | | 30+ Years | |
|------------------|-----------|-------|------------|------|-------------|------|-------------|-----|-------------|-----|-------------|-----|-----------|-----|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Total State | 1,424 | 88.4 | 89 | 6.3 | 51 | 3.6 | 17 | 1.2 | 8 | 0.6 | 0 | 0.0 | 0 | 0.0 |
| Allegany | 10 | 60.0 | 3 | 30.0 | 1 | 10.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Anne Arundel | 63 | 84.1 | 6 | 9.5 | 1 | 1.6 | 1 | 1.6 | 2 | 3.2 | 0 | 0.0 | 0 | 0.0 |
| Baltimore City | 181 | 96.7 | 2 | 1.1 | 4 | 2.2 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Baltimore | 205 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Calvert | 20 | 75.0 | 4 | 20.0 | 0 | 0.0 | 1 | 5.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Caroline | 17 | 76.5 | 2 | 11.8 | 1 | 5.9 | 0 | 0.0 | 1 | 5.9 | 0 | 0.0 | 0 | 0.0 |
| Carroll | 51 | 72.5 | 8 | 15.7 | 2 | 3.9 | 2 | 3.9 | 2 | 3.9 | 0 | 0.0 | 0 | 0.0 |
| Cecil | 35 | 85.7 | 2 | 5.7 | 2 | 5.7 | 1 | 2.9 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Charles | 31 | 83.9 | 3 | 9.7 | 1 | 3.2 | 1 | 3.2 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Dorchester | 5 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Frederick | 89 | 80.9 | 9 | 10.1 | 7 | 7.9 | 1 | 1.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Garrett | 8 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Harford | 126 | 84.1 | 12 | 9.5 | 3 | 2.4 | 1 | 0.8 | 4 | 3.2 | 0 | 0.0 | 0 | 0.0 |
| Howard | 127 | 85.0 | 6 | 4.7 | 8 | 6.3 | 4 | 3.1 | 1 | 0.8 | 0 | 0.0 | 0 | 0.0 |
| Kent | 2 | 50.0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Montgomery | 204 | 72.5 | 31 | 15.2 | 16 | 7.8 | 7 | 3.4 | 2 | 1.0 | 0 | 0.0 | 0 | 0.0 |
| Prince George's | 289 | 86.5 | 19 | 6.6 | 17 | 5.9 | 2 | 0.7 | 1 | 0.3 | 0 | 0.0 | 0 | 0.0 |
| Queen Anne's | 18 | 94.4 | 0 | 0.0 | 1 | 5.6 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| St Mary's | 21 | 90.5 | 1 | 4.8 | 0 | 0.0 | 0 | 0.0 | 1 | 4.8 | 0 | 0.0 | 0 | 0.0 |
| Somerset | 4 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Talbot | 9 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Washington | 34 | 82.4 | 3 | 8.8 | 0 | 0.0 | 1 | 2.9 | 2 | 5.9 | 0 | 0.0 | 0 | 0.0 |
| Wicomico | 32 | 75.0 | 5 | 15.6 | 2 | 6.3 | 1 | 3.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Worcester | 5 | 80.0 | 1 | 20.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| J.E.A. Transfers | 162 | 64.2 | 29 | 17.9 | 15 | 9.3 | 6 | 3.7 | | 4.9 | 0 | 0.0 | 0 | 0.0 |

NOTE: Transfers between units are included in individual local unit totals, but excluded from State totals

Table 4B

Total New Certified Professional Staff at Secondary School Level
By Years of Experience
Maryland Public Schools: October, 1994

| Local Unit | 1-5 Years | | 6-10 Years | | 11-15 Years | | 16-20 Years | | 21-25 Years | | 26-30 Years | | 30+ Years | | |
|-----------------|-----------|-------|------------|-------|-------------|------|-------------|------|-------------|-----|-------------|------|-----------|------|-----|
| | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | |
| Total | 880 | 87.8 | 773 | 6.7 | 32 | 3.6 | 9 | 1.0 | 4 | 0.5 | 1 | 0.1 | 2 | 0.2 | |
| Allegany | 1 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | |
| Anne Arundel | 70 | 74.3 | 9 | 12.9 | 6 | 8.5 | 2 | 2.9 | 0 | 0.0 | 1 | 1.3 | 0 | 0.0 | |
| Baltimore City | 117 | 88.9 | 10 | 8.5 | 2 | 1.7 | 1 | 0.9 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | |
| Baltimore | 104 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | |
| Calvert | 14 | 78.6 | 3 | 21.4 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | |
| Caroline | 7 | 71.4 | 1 | 14.3 | 1 | 14.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | |
| Carroll | 29 | 55.2 | 9 | 31.0 | 2 | 6.9 | 0 | 0.0 | 2 | 6.9 | 0 | 0.0 | 0 | 0.0 | |
| Cecil | 16 | 93.8 | 0 | 0.0 | 1 | 6.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | |
| Charles | 30 | 76.7 | 3 | 10.0 | 2 | 6.7 | 1 | 3.3 | 1 | 3.3 | 0 | 0.0 | 0 | 0.0 | |
| Dorchester | 6 | 83.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 12.5 | 0 | 0.0 | |
| Frederick | 42 | 66.7 | 5 | 11.9 | 9 | 21.4 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | |
| Galett | 10 | 90.0 | 1 | 10.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | |
| Harford | 58 | 75.9 | 6 | 10.3 | 3 | 5.2 | 3 | 5.2 | 1 | 1.7 | 1 | 1.3 | 0 | 0.0 | |
| Howard | 48 | 85.4 | 3 | 6.3 | 4 | 8.3 | 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 | |
| Montgomery | 94 | 80.9 | 10 | 10.6 | 4 | 4.3 | 2 | 2.1 | 1 | 1.1 | 1 | 1.2 | 0 | 0.0 | |
| Prince George's | 238 | 89.1 | 13 | 5.5 | 9 | 3.8 | 1 | 0.4 | 1 | 0.4 | 0 | 0.0 | 2 | 36.6 | |
| Queen Anne's | 4 | 75.0 | 0 | 0.0 | 0 | 0.0 | 1 | 25.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | |
| St Mary's | 12 | 83.3 | 1 | 8.3 | 1 | 8.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | |
| Somerset | 2 | 50.0 | 0 | 0.0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | |
| Falbot | 7 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | |
| Washington | 37 | 78.4 | 3 | 8.1 | 2 | 5.4 | 2 | 5.4 | 1 | 2.7 | 0 | 0.0 | 0 | 0.0 | |
| Worcester | 42 | 83.3 | 3 | 7.1 | 3 | 7.1 | 1 | 2.4 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | |
| Worcester | 3 | 33.3 | 2 | 66.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | |
| I/A Transfers | 111 | 58 | 52.3 | 24 | 21.6 | 18 | 16.2 | 5 | 4.5 | 3 | 2.7 | 3 | 2.7 | 0 | 0.0 |

(NOTE: Transfers between units are included in individual local unit totals, but excluded from State totals)

Table 4C

Total New Certified Professional Staff at Middle and Combined School Level
By Years of Experience
Maryland Public Schools: October, 1994

| Local Unit | Total | 1-5 Years | | 6-10 Years | | 11-15 Years | | 16-20 Years | | 21-25 Years | | 26-30 Years | | 30+ Years | |
|------------------|-------|-----------|-------|------------|------|-------------|------|-------------|-----|-------------|-----|-------------|-----|-----------|-----|
| | | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % | No. | % |
| Total State | 691 | 614 | 88.9 | 46 | 6.7 | 20 | 2.9 | 8 | 1.2 | 1 | 0.1 | 1 | 0.1 | 1 | 0.1 |
| Allegany | 5 | 3 | 60.0 | 0 | 0.0 | 2 | 40.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Anne Arundel | 59 | 42 | 71.2 | 12 | 20.3 | 4 | 6.8 | 1 | 1.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Baltimore City | 148 | 139 | 93.9 | 7 | 4.7 | 0 | 0.0 | 2 | 1.4 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Baltimore | 116 | 116 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Calvert | 12 | 11 | 91.7 | 0 | 0.0 | 0 | 0.0 | 1 | 8.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Caroline | 7 | 6 | 85.7 | 1 | 14.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Carroll | 31 | 23 | 74.2 | 1 | 3.2 | 7 | 22.6 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Cecil | 17 | 16 | 94.1 | 0 | 0.0 | 1 | 5.9 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Charles | 23 | 17 | 73.9 | 3 | 13.0 | 0 | 0.0 | 1 | 4.3 | 0 | 0.0 | 1 | 4.3 | 1 | 4.3 |
| Dorchester | 12 | 10 | 83.3 | 1 | 8.3 | 0 | 0.0 | 1 | 8.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Frederick | 58 | 40 | 69.0 | 14 | 24.1 | 2 | 3.4 | 2 | 3.4 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Garrett | 2 | 2 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Harford | 67 | 56 | 83.6 | 6 | 9.0 | 1 | 1.5 | 3 | 4.5 | 0 | 0.0 | 1 | 1.5 | 0 | 0.0 |
| Howard | 54 | 45 | 83.3 | 7 | 13.0 | 2 | 3.7 | 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 | 76 | 56 | 73.7 | 12 | 15.8 | 5 | 6.6 | 2 | 2.6 | 1 | 1.3 | 0 | 0.0 | 0 | 0.0 |
| Prince George's | 41 | 31 | 75.6 | 3 | 7.3 | 6 | 14.6 | 1 | 2.4 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Queen Anne's | 6 | 4 | 66.7 | 2 | 33.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| St. Mary's | 18 | 17 | 94.4 | 0 | 0.0 | 1 | 5.6 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Somerset | 1 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Talbot | 3 | 2 | 66.7 | 0 | 0.0 | 1 | 33.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Washington | 26 | 22 | 84.6 | 2 | 7.7 | 1 | 3.8 | 0 | 0.0 | 1 | 3.8 | 0 | 0.0 | 0 | 0.0 |
| Wicomico | 1 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Worcester | 13 | 11 | 84.6 | 1 | 7.7 | 1 | 7.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| I.E.A. Transfers | 105 | 57 | 54.3 | 26 | 24.8 | 14 | 13.3 | 6 | 5.7 | 1 | 1.0 | 1 | 1.0 | 0 | 0.0 |

NOTE: Transfers between units are included in individual local unit totals, but excluded from State totals

Table 5

Total Certified Professional Staff at School Level
 By Type of Certificate
 Maryland Public Schools: October, 1994

| Local Unit | Professional | | Provisional | | Initial | | | | |
|-----------------|--------------|------|-------------|--------|---------|------|-------|----|-----|
| | Total | | Total | | | | | | |
| | No. | % | No. | % | | | | | |
| Total State | 51,593 | 96.9 | 38,776 | 11,199 | 1,618 | 3.1 | 1,447 | 30 | 141 |
| Allegany | 765 | 99.9 | 652 | 112 | 1 | 0.1 | 1 | 0 | 0 |
| Anne Arundel | 4,632 | 99.4 | 3,798 | 805 | 29 | 0.6 | 26 | 3 | 0 |
| Baltimore City | 6,765 | 89.3 | 5,007 | 1,036 | 722 | 10.7 | 579 | 9 | 134 |
| Baltimore | 6,566 | 98.4 | 5,014 | 1,449 | 103 | 1.6 | 103 | 0 | 0 |
| Calvert | 743 | 98.8 | 521 | 213 | 9 | 1.2 | 9 | 0 | 0 |
| Caroline | 342 | 99.4 | 253 | 87 | 2 | 0.6 | 2 | 0 | 0 |
| Carroll | 1,569 | 99.3 | 1,170 | 388 | 11 | 0.7 | 10 | 1 | 0 |
| Cecil | 997 | 98.8 | 727 | 258 | 12 | 1.2 | 12 | 0 | 0 |
| Charles | 1,361 | 97.1 | 976 | 345 | 40 | 2.9 | 36 | 4 | 0 |
| Dorchester | 353 | 98.6 | 283 | 65 | 5 | 1.4 | 4 | 1 | 0 |
| Frederick | 2,186 | 98.8 | 1,555 | 605 | 26 | 1.2 | 21 | 0 | 5 |
| Garrett | 394 | 98.7 | 316 | 73 | 5 | 1.3 | 5 | 0 | 0 |
| Harford | 2,470 | 98.9 | 1,749 | 694 | 27 | 1.1 | 25 | 2 | 0 |
| Howard | 2,606 | 98.9 | 1,903 | 674 | 29 | 1.1 | 28 | 1 | 0 |
| Kent | 196 | 97.4 | 148 | 43 | 5 | 2.6 | 5 | 0 | 0 |
| Montgomery | 7,869 | 99.3 | 6,133 | 1,684 | 52 | 0.7 | 52 | 0 | 0 |
| Prince George's | 7,157 | 93.6 | 5,073 | 1,623 | 461 | 6.4 | 457 | 4 | 0 |
| Queen Anne's | 390 | 97.7 | 288 | 93 | 9 | 2.3 | 8 | 0 | 1 |
| St. Mary's | 920 | 97.1 | 665 | 228 | 27 | 2.9 | 27 | 0 | 0 |
| Somerset | 229 | 96.9 | 172 | 50 | 7 | 3.1 | 6 | 1 | 0 |
| Talbot | 300 | 97.3 | 229 | 63 | 8 | 2.7 | 8 | 0 | 0 |
| Washington | 1,354 | 99.0 | 1,055 | 286 | 13 | 1.0 | 11 | 2 | 0 |
| Wicomico | 962 | 99.1 | 719 | 234 | 9 | 0.9 | 7 | 1 | 1 |
| Worcester | 467 | 98.7 | 370 | 91 | 6 | 1.3 | 5 | 1 | 0 |

Table SA

Total Certified Professional Staff at Elementary School Level
By Type of Certificate
Maryland Public Schools: October, 1994

| Local Unit | Total | | Professional | | | Provisional | | | Initial | |
|-----------------|--------|--------|--------------|----------|----------|-------------|-----|------------|---------|--------|
| | Total | No. | % | Advanced | Standard | Total | | Non-Degree | | |
| | | | | | | No. | % | | | Degree |
| Total State | 25,483 | 24,916 | 97.8 | 18,467 | 6,449 | 567 | 2.2 | 519 | 0 | 48 |
| Allegany | 312 | 312 | 100.0 | 258 | 54 | 0 | 0.0 | 0 | 0 | 0 |
| Anne Arundel | 2,242 | 2,234 | 99.6 | 1,796 | 438 | 8 | 0.4 | 8 | 0 | 0 |
| Baltimore City | 3,426 | 3,157 | 92.1 | 2,430 | 727 | 269 | 7.9 | 222 | 0 | 47 |
| Baltimore | 3,109 | 3,089 | 99.4 | 2,303 | 786 | 20 | 0.6 | 20 | 0 | 0 |
| Calvert | 383 | 379 | 99.0 | 278 | 101 | 4 | 1.0 | 4 | 0 | 0 |
| Caroline | 169 | 169 | 100.0 | 125 | 44 | 0 | 0.0 | 0 | 0 | 0 |
| Carroll | 734 | 730 | 99.5 | 506 | 224 | 4 | 0.5 | 4 | 0 | 0 |
| Cecil | 493 | 489 | 99.2 | 357 | 132 | 4 | 0.8 | 4 | 0 | 0 |
| Charles | 621 | 614 | 98.9 | 446 | 168 | 7 | 1.1 | 7 | 0 | 0 |
| Dorchester | 156 | 155 | 99.4 | 127 | 28 | 1 | 0.6 | 1 | 0 | 0 |
| Frederick | 1,063 | 1,055 | 99.2 | 746 | 309 | 8 | 0.8 | 8 | 0 | 0 |
| Garrett | 188 | 188 | 100.0 | 149 | 39 | 0 | 0.0 | 0 | 0 | 0 |
| Harford | 1,197 | 1,191 | 99.5 | 848 | 343 | 6 | 0.5 | 6 | 0 | 0 |
| Howard | 1,299 | 1,286 | 99.0 | 892 | 394 | 13 | 1.0 | 13 | 0 | 0 |
| Kent | 88 | 85 | 96.6 | 62 | 23 | 3 | 3.4 | 3 | 0 | 0 |
| Montgomery | 4,085 | 4,062 | 99.4 | 3,004 | 1,058 | 23 | 0.6 | 23 | 0 | 0 |
| Prince George's | 3,711 | 3,541 | 95.4 | 2,499 | 1,042 | 170 | 4.6 | 170 | 0 | 0 |
| Queen Anne's | 173 | 171 | 98.8 | 121 | 50 | 2 | 1.2 | 2 | 0 | 0 |
| St. Mary's | 471 | 462 | 98.1 | 331 | 131 | 9 | 1.9 | 9 | 0 | 0 |
| Somerset | 69 | 67 | 97.1 | 50 | 17 | 2 | 2.9 | 2 | 0 | 0 |
| Talbot | 152 | 148 | 97.4 | 111 | 37 | 4 | 2.6 | 4 | 0 | 0 |
| Washington | 647 | 645 | 99.7 | 508 | 137 | 2 | 0.3 | 2 | 0 | 0 |
| Wicomico | 497 | 493 | 99.2 | 370 | 123 | 4 | 0.8 | 3 | 0 | 1 |
| Worcester | 198 | 194 | 98.0 | 150 | 44 | 4 | 2.0 | 4 | 0 | 0 |

Table 5B

Total Certified Professional Staff at Secondary School Level
By Type of Certificate
Maryland Public Schools: October, 1994

| Local Unit | Total | | Professional | | | Provisional | | | Non-Degree | | Initial |
|-----------------|--------|--------|--------------|----------|----------|-------------|------|--------|------------|---------|---------|
| | Total | No. | % | Advanced | Standard | Total | | Degree | Non-Degree | Initial | |
| | | | | | | No. | % | | | | |
| Total State | 15,345 | 14,736 | 96.0 | 12,357 | 2,379 | 609 | 4.0 | 550 | 30 | 29 | |
| Allegany | 228 | 227 | 99.6 | 205 | 22 | 1 | 0.4 | 1 | 0 | 0 | |
| Anne Arundel | 1,393 | 1,375 | 98.7 | 1,189 | 186 | 18 | 1.3 | 15 | 3 | 0 | |
| Baltimore City | 1,525 | 1,364 | 89.4 | 1,255 | 109 | 161 | 10.6 | 129 | 9 | 23 | |
| Baltimore | 1,723 | 1,676 | 97.3 | 1,416 | 260 | 47 | 2.7 | 47 | 0 | 0 | |
| Calvert | 189 | 184 | 97.4 | 132 | 52 | 5 | 2.6 | 5 | 0 | 0 | |
| Caroline | 97 | 95 | 97.9 | 73 | 22 | 2 | 2.1 | 2 | 0 | 0 | |
| Carroll | 455 | 449 | 98.7 | 377 | 72 | 6 | 1.3 | 5 | 1 | 0 | |
| Cecil | 295 | 289 | 98.0 | 228 | 61 | 6 | 2.0 | 6 | 0 | 0 | |
| Charles | 435 | 411 | 94.5 | 320 | 91 | 24 | 5.5 | 20 | 4 | 0 | |
| Dorchester | 109 | 106 | 97.2 | 92 | 14 | 3 | 2.8 | 2 | 1 | 0 | |
| Frederick | 572 | 561 | 98.1 | 428 | 133 | 11 | 1.9 | 6 | 0 | 5 | |
| Garrett | 115 | 110 | 95.7 | 91 | 19 | 5 | 4.3 | 5 | 0 | 0 | |
| Harford | 648 | 637 | 98.3 | 496 | 141 | 11 | 1.7 | 9 | 2 | 0 | |
| Howard | 628 | 615 | 97.9 | 501 | 114 | 13 | 2.1 | 12 | 1 | 0 | |
| Kent | 49 | 48 | 98.0 | 42 | 6 | 1 | 2.0 | 1 | 0 | 0 | |
| Montgomery | 2,563 | 2,547 | 99.4 | 2,193 | 354 | 16 | 0.6 | 16 | 0 | 0 | |
| Prince George's | 2,890 | 2,644 | 91.5 | 2,192 | 452 | 246 | 8.5 | 242 | 4 | 0 | |
| Queen Anne's | 105 | 100 | 95.2 | 80 | 20 | 5 | 4.8 | 4 | 0 | 1 | |
| St Mary's | 239 | 232 | 97.1 | 177 | 55 | 7 | 2.9 | 7 | 0 | 0 | |
| Somerset | 80 | 76 | 95.0 | 70 | 6 | 4 | 5.0 | 3 | 1 | 0 | |
| Talbot | 91 | 88 | 96.7 | 72 | 16 | 3 | 3.3 | 3 | 0 | 0 | |
| Washington | 349 | 341 | 97.7 | 284 | 57 | 8 | 2.3 | 6 | 2 | 0 | |
| Wicomico | 427 | 422 | 98.8 | 319 | 103 | 5 | 1.2 | 4 | 1 | 0 | |
| Worcester | 140 | 139 | 99.3 | 125 | 14 | 1 | 0.7 | 0 | 1 | 0 | |

47

Table 5C

Total Certified Professional Staff at Middle and Combined School Level
By Type of Certificate
Maryland Public Schools: October, 1994

| Local Unit | Professional | | | Provisional | | | Initial | | | |
|-----------------|--------------|--------|-------|-------------|----------|-----|---------|------------|---|--------|
| | Total | Total | | Standard | Total | | | Non-Degree | | |
| | | No. | % | | Advanced | No. | | | % | Degree |
| Total State | 10,765 | 10,323 | 95.9 | 7,952 | 2,371 | 442 | 4.1 | 378 | 0 | 64 |
| Allegany | 225 | 225 | 100.0 | 189 | 36 | 0 | 0.0 | 0 | 0 | 0 |
| Anne Arundel | 997 | 994 | 99.7 | 813 | 181 | 3 | 0.3 | 3 | 0 | 0 |
| Baltimore City | 1,814 | 1,522 | 83.9 | 1,322 | 200 | 292 | 16.1 | 228 | 0 | 64 |
| Baltimore | 1,734 | 1,698 | 97.9 | 1,295 | 403 | 36 | 2.1 | 36 | 0 | 0 |
| Calvert | 171 | 171 | 100.0 | 111 | 60 | 0 | 0.0 | 0 | 0 | 0 |
| Caroline | 76 | 76 | 100.0 | 55 | 21 | 0 | 0.0 | 0 | 0 | 0 |
| Carroll | 380 | 379 | 99.7 | 287 | 92 | 1 | 0.3 | 1 | 0 | 0 |
| Cecil | 209 | 207 | 99.0 | 142 | 65 | 2 | 1.0 | 2 | 0 | 0 |
| Charles | 305 | 296 | 97.0 | 210 | 86 | 9 | 3.0 | 9 | 0 | 0 |
| Dorchester | 88 | 87 | 98.9 | 64 | 23 | 1 | 1.1 | 1 | 0 | 0 |
| Frederick | 551 | 544 | 98.7 | 381 | 163 | 7 | 1.3 | 7 | 0 | 0 |
| Garrett | 91 | 91 | 100.0 | 76 | 15 | 0 | 0.0 | 0 | 0 | 0 |
| Harford | 625 | 615 | 98.4 | 405 | 210 | 10 | 1.6 | 10 | 0 | 0 |
| Howard | 679 | 676 | 99.6 | 510 | 167 | 3 | 0.4 | 3 | 0 | 0 |
| Kent | 59 | 58 | 98.3 | 44 | 14 | 1 | 1.7 | 1 | 0 | 0 |
| Montgomery | 1,221 | 1,208 | 98.9 | 936 | 272 | 13 | 1.1 | 13 | 0 | 0 |
| Prince George's | 556 | 511 | 91.9 | 382 | 129 | 45 | 8.1 | 45 | 0 | 0 |
| Queen Anne's | 112 | 110 | 98.2 | 87 | 23 | 2 | 1.8 | 2 | 0 | 0 |
| St. Mary's | 210 | 199 | 94.8 | 157 | 42 | 11 | 5.2 | 11 | 0 | 0 |
| Somerset | 80 | 79 | 98.8 | 52 | 27 | 1 | 1.3 | 1 | 0 | 0 |
| Talbot | 57 | 56 | 98.2 | 46 | 10 | 1 | 1.8 | 1 | 0 | 0 |
| Washington | 358 | 355 | 99.2 | 263 | 92 | 3 | 0.8 | 3 | 0 | 0 |
| Wicomico | 38 | 38 | 100.0 | 30 | 8 | 0 | 0.0 | 0 | 0 | 0 |
| Worcester | 129 | 128 | 99.2 | 95 | 33 | 1 | 0.8 | 1 | 0 | 0 |

Table 6

Total New Certified Professional Staff at School Level
By Type of Certificate
Maryland Public Schools: October, 1994

| Local Unit | Professional | | Provisional | | Initial |
|-----------------|--------------|-------------|-------------|-------------|-----------|
| | Total | | Total | | |
| | No. | % | No. | % | |
| Total State | 2,778 | 77.1 | 262 | 22.9 | 28 |
| Allegany | 15 | 93.3 | 6 | 6.7 | 0 |
| Anne Arundel | 189 | 89.4 | 34 | 10.6 | 0 |
| Baltimore City | 400 | 41.0 | 20 | 59.0 | 25 |
| Baltimore | 381 | 87.9 | 73 | 12.1 | 0 |
| Calvert | 44 | 88.6 | 6 | 11.4 | 0 |
| Caroline | 31 | 96.8 | 5 | 3.2 | 0 |
| Carroll | 111 | 92.8 | 30 | 7.2 | 0 |
| Cecil | 68 | 88.2 | 3 | 11.8 | 0 |
| Charles | 82 | 78.0 | 14 | 22.0 | 0 |
| Dorchester | 20 | 85.0 | 4 | 15.0 | 0 |
| Frederick | 189 | 90.5 | 37 | 9.5 | 2 |
| Garrett | 20 | 75.0 | 0 | 25.0 | 0 |
| Harford | 247 | 94.7 | 33 | 5.3 | 0 |
| Howard | 228 | 90.8 | 35 | 9.2 | 0 |
| Kent | 2 | 100.0 | 1 | 0.0 | 0 |
| Montgomery | 317 | 94.0 | 64 | 6.0 | 0 |
| Prince George's | 515 | 63.9 | 45 | 36.1 | 0 |
| Queen Anne's | 27 | 88.9 | 4 | 11.1 | 0 |
| St Mary's | 50 | 70.0 | 7 | 30.0 | 0 |
| Somerset | 7 | 85.7 | 2 | 14.3 | 0 |
| Talbot | 19 | 73.7 | 3 | 26.3 | 0 |
| Washington | 96 | 86.5 | 15 | 13.5 | 0 |
| Wicomico | 75 | 92.0 | 14 | 8.0 | 1 |
| Worcester | 21 | 90.5 | 4 | 9.5 | 0 |
| LEA Transfers | 376 | 95.7 | 197 | 4.3 | 0 |
| Total | 2,778 | 77.1 | 262 | 22.9 | 28 |

NOTE: Transfers between units are included in individual local unit totals, but excluded from State totals

Table 6A

Total New Certified Professional Staff at Elementary School Level
By Type of Certificate
Maryland Public Schools: October, 1994

| Local Unit | Professional | | Provisional | | Initial | | | | |
|-----------------|--------------|-------|-------------|-----|---------|------|-----|---|---|
| | Total | | Total | | | | | | |
| | No. | % | No. | % | | | | | |
| Total State | 1,127 | 84.4 | 148 | 979 | 209 | 15.6 | 204 | 0 | 5 |
| Allegany | 9 | 100.0 | 4 | 5 | 0 | 0.0 | 0 | 0 | 0 |
| Anne Arundel | 63 | 88.9 | 13 | 43 | 7 | 11.1 | 7 | 0 | 0 |
| Baltimore City | 171 | 56.1 | 9 | 87 | 75 | 43.9 | 71 | 0 | 4 |
| Baltimore | 185 | 93.5 | 38 | 135 | 12 | 6.5 | 12 | 0 | 0 |
| Calvert | 19 | 78.9 | 3 | 12 | 4 | 21.1 | 4 | 0 | 0 |
| Caroline | 17 | 100.0 | 4 | 13 | 0 | 0.0 | 0 | 0 | 0 |
| Carroll | 51 | 94.1 | 11 | 37 | 3 | 5.9 | 3 | 0 | 0 |
| Cecil | 35 | 88.6 | 2 | 29 | 4 | 11.4 | 4 | 0 | 0 |
| Charles | 29 | 89.7 | 4 | 22 | 3 | 10.3 | 3 | 0 | 0 |
| Dorchester | 3 | 100.0 | 1 | 2 | 0 | 0.0 | 0 | 0 | 0 |
| Frederick | 89 | 91.0 | 16 | 65 | 8 | 9.0 | 8 | 0 | 0 |
| Garrett | 8 | 100.0 | 0 | 8 | 0 | 0.0 | 0 | 0 | 0 |
| Harford | 124 | 97.6 | 20 | 101 | 3 | 2.4 | 3 | 0 | 0 |
| Howard | 126 | 92.1 | 19 | 97 | 10 | 7.9 | 10 | 0 | 0 |
| Kent | 2 | 100.0 | 1 | 1 | 0 | 0.0 | 0 | 0 | 0 |
| Montgomery | 176 | 94.9 | 40 | 127 | 9 | 5.1 | 9 | 0 | 0 |
| Prince George's | 269 | 76.6 | 24 | 182 | 63 | 23.4 | 63 | 0 | 0 |
| Queen Anne's | 17 | 94.1 | 3 | 13 | 1 | 5.9 | 1 | 0 | 0 |
| St. Mary's | 21 | 85.7 | 3 | 15 | 3 | 14.3 | 3 | 0 | 0 |
| Somerset | 4 | 75.0 | 0 | 3 | 1 | 25.0 | 1 | 0 | 0 |
| Talbot | 9 | 77.8 | 0 | 7 | 2 | 22.2 | 2 | 0 | 0 |
| Washington | 34 | 94.1 | 6 | 26 | 2 | 5.9 | 2 | 0 | 0 |
| Wicomico | 32 | 87.5 | 8 | 20 | 4 | 12.5 | 3 | 0 | 1 |
| Worcester | 5 | 80.0 | 1 | 3 | 1 | 20.0 | 1 | 0 | 0 |
| LFA Transfers | 162 | 96.3 | 82 | 74 | 6 | 3.7 | 6 | 0 | 0 |

NOTE: Transfers between units are included in individual local unit totals, but excluded from State totals

Table 6B

Total New Certified Professional Staff at Secondary School Level
By Type of Certificate
Maryland Public Schools: October, 1994

| Local Unit | Total | | Professional | | | Provisional | | | Initial |
|-----------------|-------|-----|--------------|----------|----------|-------------|-------|------------|---------|
| | Total | No. | % | Advanced | Standard | Total | | Non-Degree | |
| | | | | | | No. | % | | |
| Total State | 801 | 525 | 65.5 | 69 | 456 | 276 | 34.5 | 256 | 12 |
| Allegany | 1 | 0 | 0.0 | 0 | 0 | 1 | 100.0 | 1 | 0 |
| Anne Arundel | 68 | 56 | 82.4 | 11 | 45 | 12 | 17.6 | 10 | 2 |
| Baltimore City | 103 | 29 | 28.2 | 6 | 23 | 74 | 71.8 | 63 | 10 |
| Baltimore | 93 | 72 | 77.4 | 19 | 53 | 21 | 22.6 | 21 | 0 |
| Calvert | 13 | 12 | 92.3 | 2 | 10 | 1 | 7.7 | 1 | 0 |
| Caroline | 7 | 6 | 85.7 | 1 | 5 | 1 | 14.3 | 1 | 0 |
| Carroll | 29 | 25 | 86.2 | 10 | 15 | 4 | 13.8 | 3 | 1 |
| Cecil | 16 | 13 | 81.3 | 0 | 13 | 3 | 18.8 | 3 | 0 |
| Charles | 30 | 18 | 60.0 | 5 | 13 | 12 | 40.0 | 11 | 1 |
| Dorchester | 6 | 4 | 66.7 | 1 | 3 | 2 | 33.3 | 1 | 1 |
| Frederick | 42 | 36 | 85.7 | 8 | 28 | 6 | 14.3 | 4 | 0 |
| Garrett | 10 | 5 | 50.0 | 0 | 5 | 5 | 50.0 | 5 | 0 |
| Harford | 56 | 51 | 91.1 | 8 | 43 | 5 | 8.9 | 5 | 0 |
| Howard | 48 | 39 | 81.3 | 7 | 32 | 9 | 18.8 | 9 | 0 |
| Kent | 0 | 0 | 0.0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| Montgomery | 76 | 72 | 94.7 | 16 | 56 | 4 | 5.3 | 4 | 0 |
| Prince George's | 207 | 102 | 49.3 | 16 | 86 | 105 | 50.7 | 105 | 0 |
| Queen Anne's | 4 | 3 | 75.0 | 0 | 3 | 1 | 25.0 | 1 | 0 |
| St. Mary's | 12 | 6 | 50.0 | 2 | 4 | 6 | 50.0 | 6 | 0 |
| Somerset | 2 | 2 | 100.0 | 1 | 1 | 0 | 0.0 | 0 | 0 |
| Talbot | 7 | 5 | 71.4 | 2 | 3 | 2 | 28.6 | 2 | 0 |
| Washington | 36 | 28 | 77.8 | 7 | 21 | 8 | 22.2 | 6 | 2 |
| Wicomico | 42 | 40 | 95.2 | 6 | 34 | 2 | 4.8 | 2 | 0 |
| Worcester | 3 | 3 | 100.0 | 1 | 2 | 0 | 0.0 | 0 | 0 |
| LEA Transfers | 110 | 102 | 92.7 | 60 | 42 | 8 | 7.3 | 8 | 0 |

NOTE: Transfers between units are included in individual local unit totals, but excluded from State totals

Table 6C

Total New Certified Professional Staff at Middle and Combined School Level
By Type of Certificate
Maryland Public Schools: October, 1994

| Local Unit | Professional | | Provisional | | Initial |
|-----------------|--------------|-------|-------------|------|---------|
| | Total | | Total | | |
| | No. | % | No. | % | |
| Total State | 489 | 76.3 | 152 | 23.7 | 11 |
| Allegany | 5 | 100.0 | 0 | 0.0 | 0 |
| Anne Arundel | 57 | 82.6 | 12 | 17.4 | 11 |
| Baltimore City | 39 | 33.9 | 76 | 66.1 | 0 |
| Baltimore | 90 | 87.4 | 13 | 12.6 | 0 |
| Calvert | 12 | 100.0 | 0 | 0.0 | 0 |
| Caroline | 7 | 100.0 | 0 | 0.0 | 0 |
| Carroll | 31 | 96.8 | 1 | 3.2 | 0 |
| Cecil | 17 | 94.1 | 1 | 5.9 | 0 |
| Charles | 23 | 87.0 | 3 | 13.0 | 0 |
| Dorchester | 11 | 90.9 | 1 | 9.1 | 0 |
| Frederick | 58 | 93.1 | 4 | 6.9 | 0 |
| Garrett | 2 | 100.0 | 0 | 0.0 | 0 |
| Harford | 67 | 92.5 | 5 | 7.5 | 0 |
| Howard | 54 | 96.3 | 2 | 3.7 | 0 |
| Kent | 0 | 0.0 | 0 | 0.0 | 0 |
| Montgomery | 65 | 90.8 | 6 | 9.2 | 0 |
| Prince George's | 39 | 53.8 | 18 | 46.2 | 0 |
| Queen Anne's | 6 | 83.3 | 1 | 16.7 | 0 |
| St. Mary's | 17 | 64.7 | 6 | 35.3 | 0 |
| Somerset | 1 | 100.0 | 0 | 0.0 | 0 |
| Talbot | 3 | 66.7 | 1 | 33.3 | 0 |
| Washington | 26 | 88.5 | 3 | 11.5 | 0 |
| Wicomico | 1 | 100.0 | 0 | 0.0 | 0 |
| Worcester | 13 | 92.3 | 1 | 7.7 | 0 |
| JEA Transfers | 104 | 98.1 | 2 | 1.9 | 0 |
| Total | 641 | 444 | 45 | 76.3 | 47 |

NOTE: Transfers between units are included in individual local unit totals, but excluded from State totals

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