



Certification of Frontline Education's Job Categorizations 4 June 2018

The Center for Research and Reform in Education (CRRE) at Johns Hopkins University reviewed the job category rollup process initiated by Frontline Education. The objective was to transition to a system where organizations posting job advertisements could choose from a list of job categories, rather than input their own as previously designed. In order to do this, approximately 110,000 job category and title pairings had to be analyzed and labeled as one of the following 37 rollup categories:

- Teacher – Business Education
- Teacher – Elementary (Grades 1 through 6)
- Teacher – English as a Second Language (EFL/ELL/ESL/ESOL)
- Teacher – English/Reading/Language Arts
- Teacher – Fine Arts
- Teacher – Foreign Language
- Teacher – Gifted and Talented
- Teacher – Mathematics
- Teacher – Music
- Teacher – Physical Education/Health
- Teacher – Preschool/Kindergarten
- Teacher – Science
- Teacher – Social Studies/History
- Teacher – Special Education
- Teacher – Technology
- Teacher – Vocational
- Teacher – Generalist
- Lead Teacher/Department Head
- Teacher's Assistant/Aide
- Instructional/Educational Coordinator
- Specialist – At-Risk Services
- Specialist – Counselor/Therapist/Social Worker
- Specialist – Media Specialist/Librarian
- Specialist – Nurse/Health Services
- Building/Campus Administrative Leadership
- Central/District Administrative Leadership
- Office Support and Other Administrative Roles
- Coaching/Athletics
- Facilities
- Food Services
- Outside of School Activity Programs
- Security/Safety



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- Substitutes
- Technology Services
- Transportation Services
- Tutor
- Other

After reviewing Frontline Education's categorizations, CRRE certifies the following:

- No more than 5% of categorizations in any category should instead be in another category;
- No more than 5% of categorizations in any category are potentially miscategorized due to conflicting or ambiguous information; and
- The remaining 90% of job titles were accurately categorized.

The one exception to this statement is that three categories ("Teacher - Generalist", "Office Support and Other Administrative Roles", and "Other") may contain more than 10% miscategorizations because by design, these categories contain job titles that were impossible to further categorize due to ambiguous or conflicting information in the data.

A handwritten signature in black ink that reads "Steven M. Ross".

Steven M. Ross