

Job Title: CHIEF ACADEMIC OFFICER
Reports to: Superintendent of Schools
Dept./School: Executive Office
Wage/Hour Status: Exempt
Date Revised: March 25, 2024

Primary Purpose

The Chief Academic Officer (CAO) is a Cabinet-level position who serves under the general direction of the Superintendent. The Chief Academic Officer is responsible for leadership and supervision in developing, achieving, and enhancing educational programs and related services. This position supervises and manages all academic service areas, which include but is not limited to instructional improvement, curriculum and instruction, professional development, academically gifted services, and accountability. The CAO supervises the instructional success at the district and campus level, working closely with district directors, coordinators, specialists, and campus principals. The CAO position assists the Superintendent substantially and effectively in the task of providing leadership and maintaining the best possible educational programs and services. The CAO also provides oversight of the District's comprehensive curriculum and data management portals.

QUALIFICATIONS

Education/Certification

Master's degree
Texas Mid-management or other appropriate Texas Principal certificate
Texas Teacher Evaluation Support System (TTESS), preferred

Special Knowledge/Skills

Knowledge of curriculum and instruction
Ability to evaluate instructional program and teacher effectiveness
Ability to manage budget and personnel
Ability to coordinate district functions
Ability to interpret policy, procedures, and data
Strong organizational, communication, public relations, and interpersonal skills

Experience

Five years leadership experience in school administration
Elementary and Secondary Principal experience, preferred
Central Office experience, preferred

MAJOR RESPONSIBILITIES AND DUTIES

School Climate

1. Promote collegiality, teamwork, and participatory decision making among all district staff members.
2. Direct the planning, implementing, and evaluating the district instructional programs with teachers and principals, including learning objectives, instructional strategies, and assessment techniques.
3. Direct and oversee the instructional and curriculum services to meet the students' needs.
4. Apply research and data to improve the content, sequence, and outcomes of the teaching-learning process.
5. Demonstrate skills in conflict resolution with administrators, parents, teachers, staff, and/or the community.
6. Cooperatively develop long and short range objectives and goals for all academic areas of the school district.
7. Demonstrate sensitivity in dealing with staff, students, and community members from diverse cultural backgrounds; communicates similar expectations of the staff throughout the district.

8. Provide oversight to the District's guidance and counseling counselors, coordination and collaboration with Education Region Serviced Center support specialists and community mental health service providers (e.g., TCHAT, BCFS, etc.); coordination of training of school counselors, and reporting to the Texas Education Agency.

School Improvement

9. Assist the Superintendent in developing, implementing, and evaluative practices and procedures designed to improve the instructional effectiveness and productivity.
10. Provide for systematic evaluation of the effectiveness of the different departments and data-driven plans for improvement. Decisions will be data-based driven.
11. Coordinate long-range planning efforts for the Superintendent.
12. Coordinate the development and implementation of instructional technology plan, program and services.

Instructional Management: As assigned by Superintendent

13. Coordinates the district's curricular and instructional implementation strategies and the specific ways in which the administration operates support instruction with an emphasis on the implementation of academic performance standards.
14. Conference regularly with supervised staff, jointly develops instructional plans and supports individual professional development activities, as appropriate.
15. Provide student data and access student data for effective instructional program implementation and decision-making.
16. Ensure effective use of technology integration in the classroom as related to technology assessment and training; and evaluation of district-wide technology programs.
17. Ensure district-wide compliance with federal and state assessment requirements and oversee district-wide federal and state testing.
18. Inform superintendent of developments in state, federal, and local laws and changes in public policy affecting curriculum and instruction.

Personnel Management

19. Supervise the operation of the district's departments under his/her immediate supervision.
20. Evaluate personnel who directly report to him/her and ensures effective accountability.
21. Make provisions for effective staff development and training for designated staff under his/her supervision.
22. Promote a positive work environment that fosters high staff morale and excellence in the district.

Administration and Fiscal/Facilities Management

23. Take actions to ensure that district policies, procedures, and regulations are followed with regards to the district instructional programs.
24. Provide assistance to building level principals relating to the instructional programs of the campus and Technology.
25. Accept responsibility for disseminating and collecting information for various local, federal, and state reports.
26. Coordinate and evaluate the activities of the district's Instructional Services and the Technology Department.

Budget

- 27. Monitor the Curriculum and Instruction Department and related expenditures to ensure compliance with regulations and guidelines.
- 28. Ensure that programs are cost effective and are managed wisely.
- 29. Compile budget and cost estimates based on documented program needs.

Professional Growth and Development

- 30. Take initiative to develop needed professional skills appropriate to job assignments.
- 31. Seek out and participates in professional development programs.
- 32. Conduct oneself in a professional and ethical manner.

School/Community Relations

- 33. Participate in community activities (to extent feasible and appropriate) that foster rapport and mutual response between the district and the larger community.
- 34. Serve as the administrative liaison between the district and the Texas Education Agency as it relates to his/her departments.
- 35. Understand the mission of the district and communicates that mission within the community.
- 36. Prepare and present data reports, instructional reports, usage reports, and/or any report requested to the school board during monthly school board meetings.

Other

- 37. Perform other duties assigned by Superintendent.
- 38. Maintain confidentiality of information.

Supervisory Responsibilities

- 39. Supervise all staff for the designated offices and departments as assigned.
- 40. Assist in the supervision of all campus principals as it pertains to the instruction and academics.
- 41. Monitor the campus and district leaders that make up assigned district strategic planning committees.
- 42. Monitor Library Services through the oversight and support of campus librarians.

WORKING CONDITIONS

Mental Demands/ Physical Demands/Environmental Factors

Maintain emotional control under stress. Frequent district and statewide travel; frequent prolonged and irregular hours.

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Reviewed by: _____ **Date:** _____

Approved by: _____ **Date:** _____