

Chief Academic Officer/Chief Talent Officer (CAO/CTO) Collaborative

CCSSO is committed to improve the capacity of districts, schools, and teachers to implement standards and ensure that high-quality, standards-aligned curriculum frameworks, instructional resources, and professional development are available to every teacher. The Chief Academic Officer/Chief Talent Officer (CAO/CTO) Collaborative aims to increase collaboration across the academic and educator effectiveness offices in state education agencies leading to a more comprehensive focus on policy that improves teacher practice and leader capacity to support high-quality instruction aligned to college and career ready standards.

This is a role-alike group that is reserved for senior, cabinet level staff that oversee departments focused on talent, educator effectiveness, and standards/academics. Those joining should be the CAO/CTO or equivalent. It is not necessary for both the state CAOs and CTO to join this collaborative, although we strongly encourage both leaders to participate if possible. CCSSO also recognizes that in a few states, the role of CAO and CTO has been collapsed into one role.

2018-2019 Highlights:

- CAOs and CTOs were provided an embargoed copy of the TNTP Report *The Opportunity Myth*. The CAOs and CTOs used this to identify the levers they have to change the conditions that allow this to persist in classrooms.
- This group brings together senior leaders who may oversee different streams of work in the state agency—talent and academics. The final meeting of the program year focused on coherence. The CAOs and CTOs participated in a workshop designed to support greater focus and collaboration for initiatives that are critical to supporting students.

2019-2020 Goals

CCSSO recognizes the imperative of bringing together senior, cabinet level officials who oversee talent and academics/standards. The work occurring in these departments is deeply connected; the CAO/CTO Collaborative seeks to bring these leaders together to discuss and address policy issues that impact standards implementation, high-quality instruction, and educator effectiveness and support. Through membership in the CAO/CTO Collaborative, participants will be able to share and learn from colleagues, increasing their capacity to manage initiatives in their states. There will also be opportunities for participants to learn about the work colleagues are doing in other CCSSO collaboratives—keeping these senior leaders connected to team members and better informed of the goals of other CCSSO collaboratives.

Collaborative Goals:

- Convene leaders that oversee academics and talent in states to discuss common challenges and promising practices by providing thought leadership and support with consultancies, discussions, and workshop sessions;
- Deeply discuss and brainstorm state levers and supports with national experts, accomplished educators, and one another to ensure students who are low-income, students of color, students with disabilities, and English language learners all receive high-quality, culturally relevant instruction aligned to college- and career-ready standards and that teachers and leaders receive the training and support critical to supporting these students;

- Discuss and bring in leading researchers to support the work of CAOs and CTOs. Identify strategies to support skill-building for CAOs and CTOs by supporting execution of responsibilities and leadership in the states. Small-group or cross-state conversations, as requested, will be held to assist CAOs and CTOs in moving their work forward.

Biography of Lead:

Shannon Glynn Thomas is the Director of College and Career Ready Standards at the Council of Chief State School Officers (CCSSO). In this role, she leads the Council's work to uphold the fidelity and intent of the Common Core State Standards and promote sharing and collaboration across states and national organizations with regard to college and career readiness. Shannon leads CCSSO's work on high-quality instructional materials and aligned professional development, managing a network of seven states that are working to increase access and use of standards aligned, high-quality materials. She also manages a network of Chief Academic Officers and Chief Talent Officers and oversees work related to standards aligned instruction in the early grades. Shannon has worked extensively in education policy at the federal, state and local level. Prior to joining CCSSO, Shannon worked for Congressman Ron Kind, serving as an education policy legislative assistant and as an associate at a small policy firm managing education non-profit clients.

2018-19 State Members Included:

AR, CT, DC, DoDEA, DE, IA, KY, LA, ME, MD, MA, MI, MS, MO, NE, NJ, OH, OK, RI, SD, TN, USVI, WI

