



AI FOR EQUITY

AI Playbook for School Network Leaders

Throughout history, technological advancements have driven improvements in global living standards. Over the past two centuries, global poverty, child mortality, disease, and illiteracy rates have all fallen dramatically, in part, due to technology. However, recent technological innovations have not equally benefited everyone, with wealth disparities persisting along racial lines over the past decades¹ and the wealth gap between the top 1% and bottom 90% of American families growing ever larger.²

Now, AI technology is set to bring significant changes to labor markets and society, with both huge opportunities and a minefield of ethical and equity implications. Investments in AI tools and systems are increasing,³ including within venture capital and educational philanthropy spaces. And while the capacity of AI tools and systems is advancing rapidly, the AI competency of most school network leaders remains limited.

Without major investments in building the AI competency of leaders in school networks serving students furthest from opportunity, we're headed towards a mismatch between 1) the opportunities and ethical risks posed by AI systems and 2) the readiness of school network leaders to capitalize on those opportunities *and* manage those risks.

However, if we invest in building their capacity, school network leaders can empower the staff, students, and families in their communities to leverage AI for equity. Staff in our partner schools are already telling us that AI is [increasing their productivity, creativity, and excitement about continuing work in the education sector](#).

¹

<https://equitablegrowth.org/examining-the-history-of-the-u-s-racial-wealth-divide-shows-stagnating-progress-on-closing-these-disparities/>

²

<https://equitablegrowth.org/the-distribution-of-wealth-in-the-united-states-and-implications-for-a-net-worth-tax/>

³ <https://ourworldindata.org/grapher/private-investment-in-artificial-intelligence>

To support school network leaders, we've developed this playbook. Each month, we share new guidance with our partners across the country, listen to their experiences and insights, and evolve our guidance based on our shared lessons-learned. Through this work, over the coming years, we will cultivate "AI exemplar" school networks in every major city and region across the country.

Share this playbook with leaders in your network — and check out our [AI Savvy Leader Chatbot](#) and [AI Newsletter for School Network Leaders](#).

Part One: Take Inspiration From Emerging AI Exemplars

As former school leaders ourselves, we know the power of school-level exemplars to inspire a vision of what's possible. With this in mind, *AI for Equity* will spotlight school networks across the country as AI exemplars. These networks are emerging in their AI journeys and don't yet have it all "figured out." What they do have in common is C-suite conviction about the importance of AI; growing leader competency; clear strategy for supporting, listening to, and learning from staff and students; and a culture that supports AI use case innovation and exploration. Look for the list below to grow over the coming months and years!

1. [AI Exemplar: Ednovate](#)
2. [AI Exemplar: Washington Leadership Academy](#)
3. [AI Exemplar: KIPP Chicago](#)

Part Two: Build the Right Foundation

Seeking to roll-out AI policy or execute staff training absent the right foundation of leader competency and organizational structures will yield a fraught change management process and compromised long-term ability to scale organizational learning. We suggest starting by generating leader buy-in, cultivating AI savvy leadership, and establishing clear organizational structures for AI.

1. [Generate Leader Buy-In](#)
2. [Cultivate AI Savvy Leadership](#)
3. [Establish AI Organizational Structures](#)
4. [Lead Your AI Task Force](#)
5. [Communicate with Key Stakeholders](#)
6. [Lead with Intentional Change Management Strategy](#)

7. [Expand the Circle of Leaders in Your Network With AI Competency](#)
8. [Consider Key Equity & Ethical Implications](#)

Part Three: Address Key Initial Policy and Systems Decisions

As noted above, school networks will be best served by building leader capacity before rolling out most AI-related plans and policies. However, there are some AI-related policies that require more urgent attention.

9. [Develop Student Generative AI Usage Policy](#)
10. [Evaluate Options for Organizational LLM Usage & Set Data Privacy Policy](#)

Part Four: Explore AI Use Cases

The universe of AI use cases is expansive — beyond the current capacities of our imaginations. School networks should begin to explore this universe of use cases and then identify a select set — that serve organizational goals — to prioritize for organizational focus and investment over the next six to 18 months.

11. [Leverage AI for Teacher Intellectual Prep](#)
12. [Leverage AI for Student Feedback: Batch Feedback on Student Writing](#)
13. [Leverage AI for PD Planning](#)
14. [Explore AI Use Cases in Talent Workflows](#)

Part Five: Reassess Instructional Pedagogy and the Student Experience

In the coming years, AI will profoundly impact the labor market and post-secondary landscape. School networks should get clear about the world their students will encounter and backwards-map instructional pedagogy and student programming to prepare students to succeed in — and intentionally shape! — this world.

15. [Evolve Your Graduate Profile for the Age of AI](#)
16. [Cultivate Students' AI Literacy](#)
17. [Reassess Instructional Pedagogy for the Age of AI](#)

Part Six: Prepare for the Future

Your AI journey is a marathon, not a sprint. Having addressed much of the work above, your organization will be positioned to thoughtfully consider the intersection of AI and things like staffing, budget and resource allocation, tools and system adoption, and the organizational strategy that drives pursuit of your goals.

18. [Consider AI in SY24-25 Strategic Planning](#)
19. [Reassess Your Organizational Competency Map for the Age of AI](#)
20. [Create a Cohesive AI Talent Plan](#)
21. [Reassess Candidate Selection Tasks for the Age of AI](#)
22. [Create a Strategic Plan for Operational, Data, Technical, and Security Readiness](#)
23. [Build Context for the Universe of Enterprise AI Options](#)
24. [Set Criteria for Your Network's Enterprise AI Adoption](#)
25. [Adopt an Enterprise GenAI Platform for SY24-25](#)

Appendix

26. [School Network Leader AI Roadmap](#)
27. [Preparing Your SY24-25 AI Vision Planning Template](#)
28. [AI Literacy Curriculum Hub](#)

-*AI for Equity* supports and convenes consortia of school system leaders to leverage AI in service of a more equitable future for all students. Since our founding in May 2023, we've grown to support over 200 leaders at 40 nationwide school networks that collectively serve over 300,000 students. To learn more about *AI for Equity*, including our current school network partners, see our [website](#) and follow us on [LinkedIn](#).

-For questions pertaining to this playbook, reach out to [Aaron Cuny](#) at aaron@equity-ai.org.