



# Upskilling for the AI Era: Strategic Professional Growth for Education Leaders and Staff



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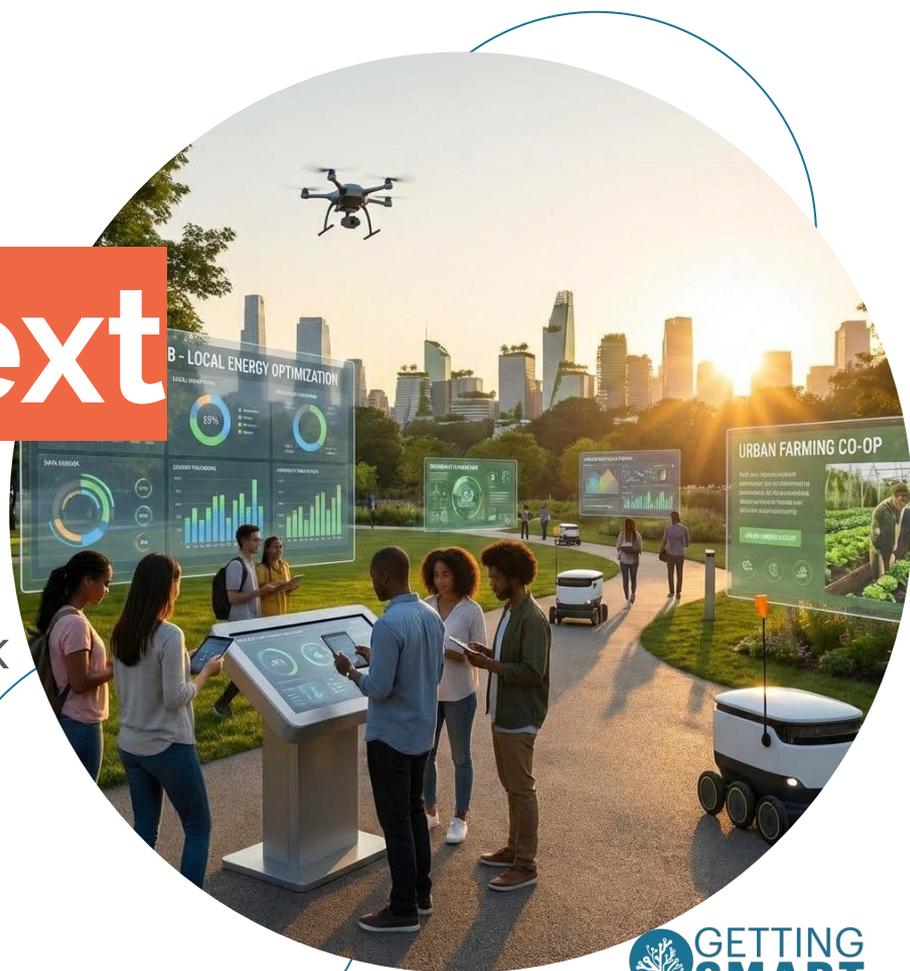
# New Context

Global access to intelligence

Automation of knowledge work

Hiring recession

Value creation opportunity



# New Context

2025 saw the rise of **AI agents** (taking action vs answering) and "**Vibe Coding**" (natural language software creation) leading to the **automation of knowledge work**:

- Current tech could theoretically automate **57% of U.S. work** ([McKinsey](#))
- **GPT-5.2** exceeded human expert levels in 44 occupations on GDPval (11x faster at 1% cost)
- “Today's AIs are capable of real, sustained work that actually matters, and that... is starting to change how we approach tasks.” ([Mollick](#))

# New Context

Soft job market especially for recent grads, **employment disruption** likely (as venture considers labor as addressable market) while the opportunity to step into **value creation** has never been better.

Capital expenditures on compute driving strong regional growth in construction and energy (adding 2 points of GDP growth).

Public more than twice as likely to **reject the growing use of AI** than they are to embrace it. ([Edelman](#))

“As midterms approach, expect **narratives to harden** into campaign platforms. Whether the focus is on national security, job protection, or child safety, AI is no longer just a tool for business efficiency. It’s a platform for political power.”

([Roetzer](#))

# New Literacy

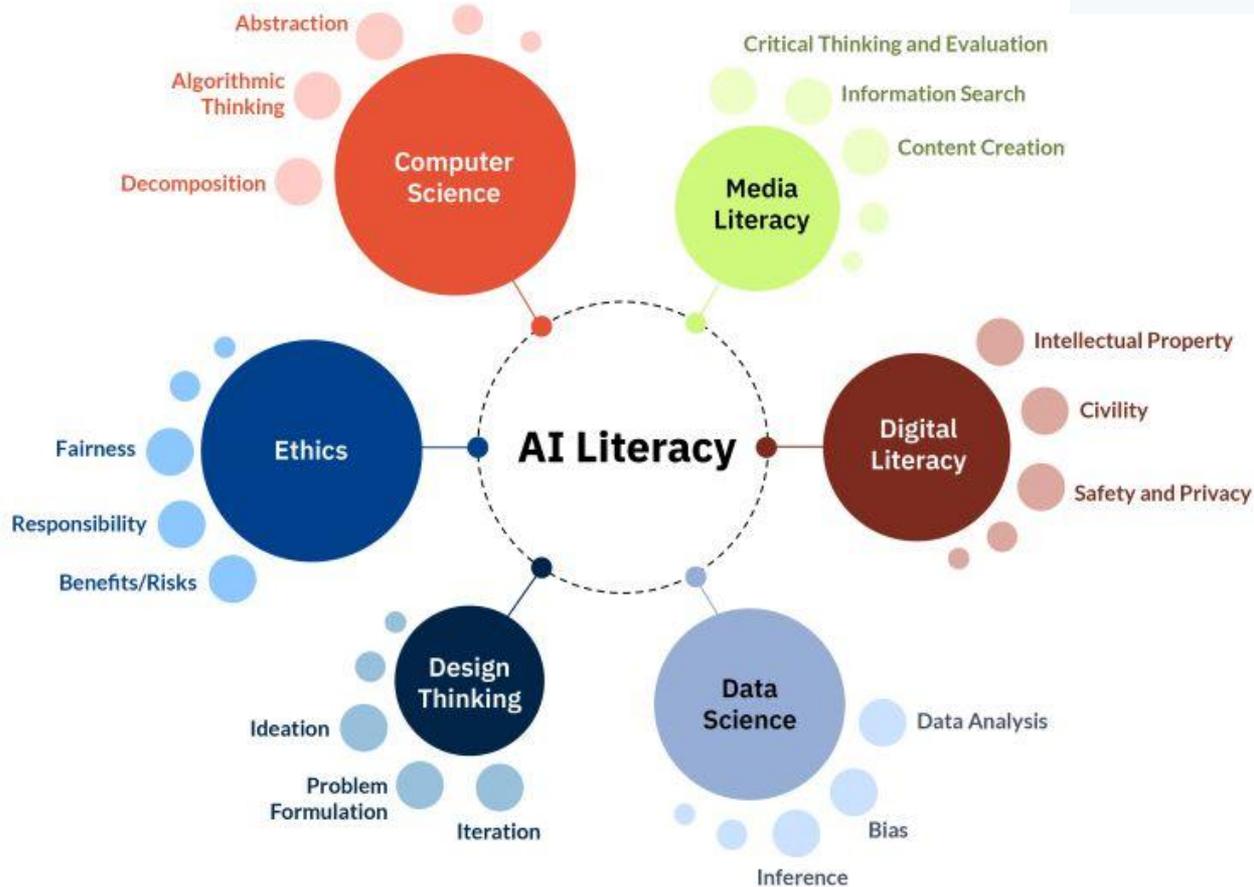
AI literacy = new grad requirement

AI capability = new hiring requirement

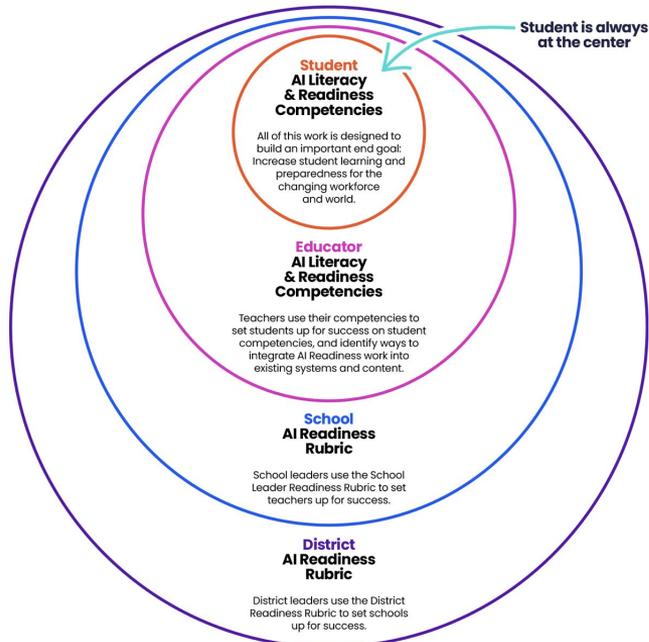


# The AI Lit Framework

Teach AI

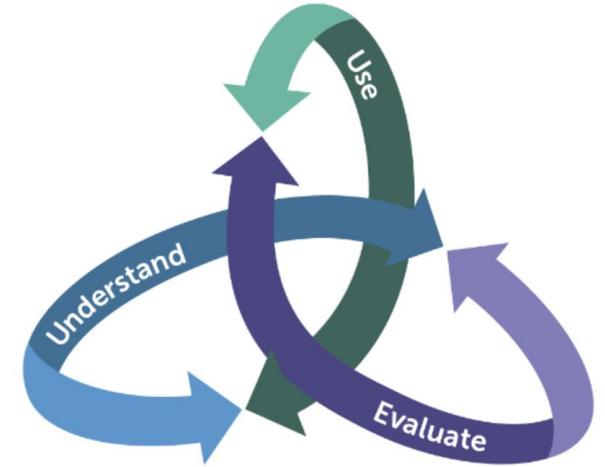


# AI Literacy Models



**A Strong and Safe Start with AI:**  
OpenAI's Teen AI Literacy Blueprint

Google AI Literacy Hub



AI Literacy Framework



## AI Literacy



**Goal:** Understand theory & ethics



**User Role:** Informed Consumer



**Method:** Read papers, take courses



**Focus:** What is AI?

## AI Dexterity



**Goal:** Hands-on creation & problem solve solving



**User Role:** Agile Creator & Builder



**Method:** Prompting, tinkering & prototyping



**Focus:** What can I build with AI?

*“AI Dexterity is a focus on what people can do with AI rather than what AI can do for them.”*

*-Mike Yates, TFA Reinvention Lab*

# Brendan Foody: Demonstrated AI Capability as a Core Competency



## The Shift in Hiring Philosophy

Mercor views AI capability as a core competency. Candidates use AI tools during prep to demonstrate productivity in an AI-first economy.



Knowing the Answer



Engineering the Best Result

## Engineering Results over Knowing Answers

Productivity comes from knowing how to engineer the best result using available tools, not just recalling information.



## The "Bilingual" Knowledge Worker

Modern workers must be expert in their field and capable of teaching and collaborating with AI, requiring human judgment and nuance.

# AI Literacy Models

To make every student **AI Capable**, Ohio University integrated 5 AI applications into the first year core curriculum:



## Information Retrieval:

Using AI tools to collect research, evaluate source credibility, and verify information.



## Ideation & Creative Inquiry:

Generating novel ideas and business concepts through guided, structured AI prompting.



## Problem Solving:

Engaging with public datasets to make data-informed decisions on real-world business issues.



## Summarization:

Analyzing and condensing academic research or long-form data to identify key insights quickly.



## AI for Good:

Focusing on social progress by creating personal impact plans and reflecting on AI's ethical role.

# AI Literacy Models

St Vrain Valley Schools (Longmont, CO) promotes AI capability with community-**connected value contribution:**

- AI Leadership Team: Student consultants doing paid client work
- P-TECH internships, client projects
- Drone Performance Team
- 300 robotics teams
- Mobile labs



# AI Literacy Models



[Overview](#) [About the Event](#) [Agenda](#) [Sponsors & Partners](#) [Accommodations](#) [FAQ](#)

## Student and Community Voice AI Summit

Friday March 20 - Saturday March 21, 2026  
Hilton Anaheim, CA

[Register Now](#)

Orange County, CA promoted AI Literacy with **student ambassadors** and **AI Summits**.

### Thursday, March 19, 2026 | Pre-Summit Day

#### Site Visit to Anaheim High School

**1 PM - 4 PM**

This site visit to Anaheim High School will center on how Anaheim HS uses AI to support whole child assessment process via Capstones, AI reflection tools, and a focus on the 5 C's - Communication, Critical Thinking, Collaboration, Creativity, and Compassion. Up to 100 guests will see classes in action and have the opportunity to talk to students and teachers.

#### Pre-Summit Reception and Student Soapbox Speeches

**6:00 PM - 8:00 PM**

After the site visit, we will enjoy some food and beverages while also hearing directly from students about their ideas for improving their communities via AUHSD's innovative Project Soapbox program.

# New Learning Goals

Agency

Deeper Learning

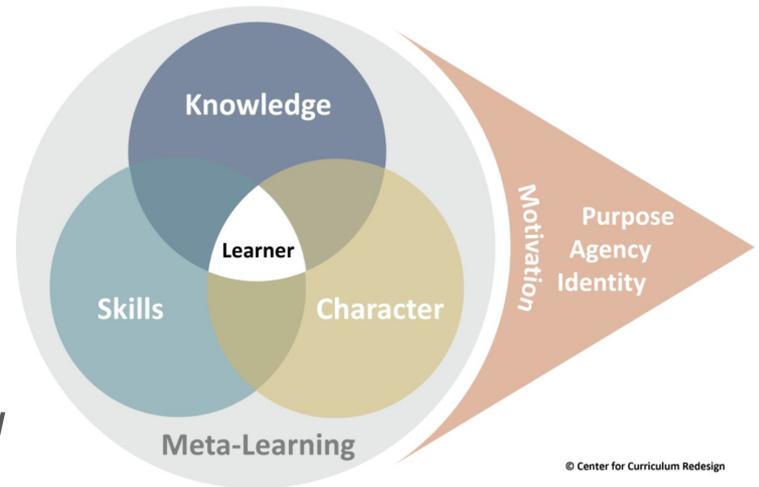
Entrepreneurial Mindset



# New Learning Goals

In addition to **AI literacy**, many systems added ‘modern emphasis’ on:

- Drivers: purpose, **agency**, identity, motivation
- Skills: critical thinking, **creativity**, communication, collaboration
- Character: **curiosity**, courage, resilience, ethics
- Metalearning: **adaptability**



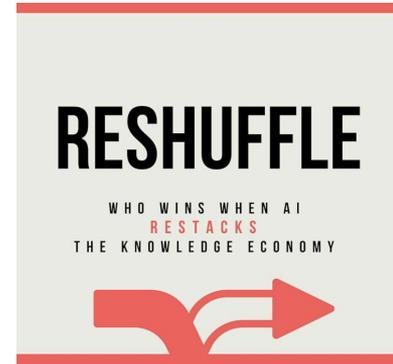
*Education for the Age of AI*

# New Learning Goals

Sangeet Paul Choudary says the value chain is:

Curiosity => **Knowledge** => Curation => Judgment

Education has always focused on knowledge transmission

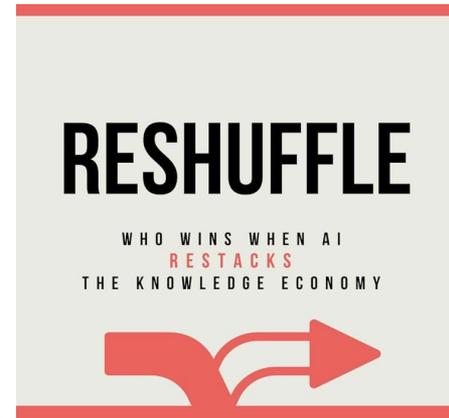


# New Learning Goals

Sangeet Paul Choudary says the value chain is:

**Curiosity** => Knowledge => **Curation** => **Judgment**

But “In a world where knowledge is cheap, **curiosity, curation, and judgment** (signalled well) becomes insanely valuable.”



# New Learning Goals

The Kern Entrepreneurial Engineering Network (KEEN) is a partnership of 70 colleges promoting **Entrepreneurial Mindset** with a unique focus on **Opportunity Recognition**

*EngineeringUnleashed.org*

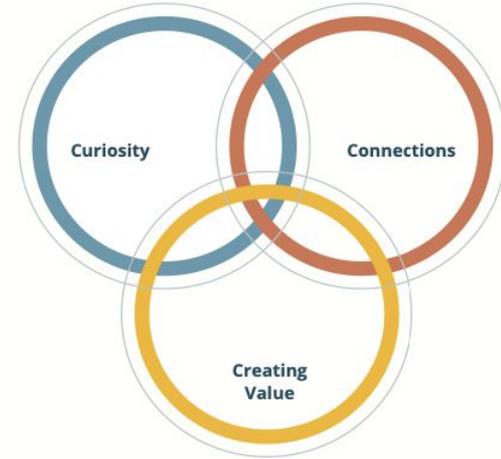
## Entrepreneurial Mindset (EM)

The 3C's: Curiosity, Connections, and Creating Value



## Engineering Skillset

Adding Opportunity and Impact to Design



# Problem Identification:



**Target Audience:**  
Who are you designing for?



**Problem:**  
What is the core problem you're trying to solve?



**AI Solution:**  
How might AI solve this problem? What will your app do?

# Pause Reflect Discuss

If the new context requires AI dexterity and new learning goals, what are the **implications for system leadership?**

For leadership development?

Staff development?

# New Learning Goals

If the new context requires new learning goals, what are the **implications for system leadership**? For leadership development?

- **Community engagement:** learning to be a conversation host and agreement crafter
- **New learning experiences:** learning where/how to host real world challenges using smart tools and yielding new signals
- **New learning models:** designing pilots/microschools, supporting school

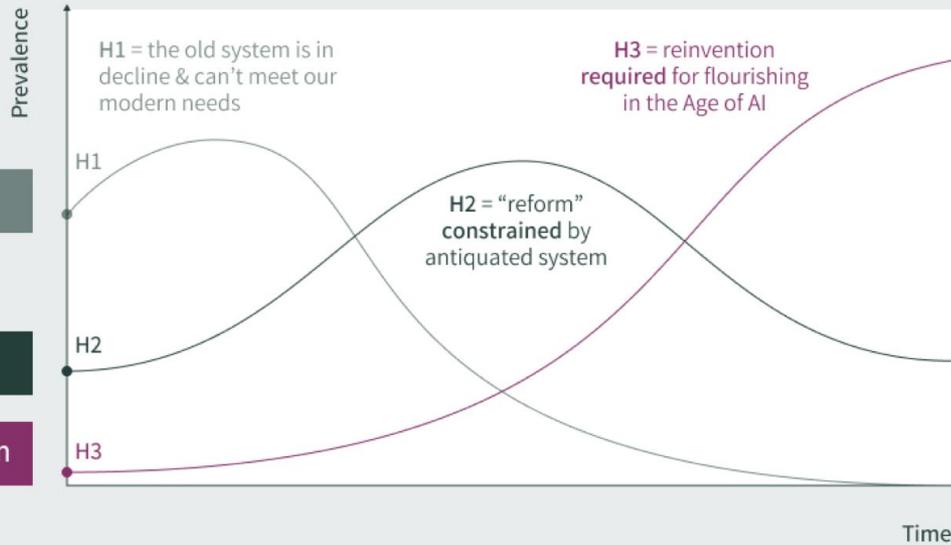
# New Learning Models

Third Horizon Schools

Learning in Innovation Networks

# New Learning Models

Learner Studio imagines a third horizon (H3) of future ready learning models with modern design principles



H1: Traditional Efficiency

H2: Efficiency Innovation

H3: Future-Ready Ecosystem

Rooted in identity & connection

Learner agency

Mastery-based progression

Human-centered technology

Flexible, real-world

For individual AND common good

# New Learning Models



The **Learning Innovation Framework** is a *system transformation blueprint* enacted through state networks, enabled by local assets, driven by regional and local need, and *powered by community level innovation*.

The framework connects and empowers local stakeholders to accelerate transformative models (personalized, real-world, competency-based) in order to improve learning outcomes for every student

**NOTICE**  
Observe and Reflect

**COMMUNITY VISION**  
Why?

Community Need  
Mission  
Vision  
Values and Norms

**LEARNER OUTCOMES**  
What?

Learner Portrait  
Standards  
Competencies  
Learning Progressions  
Educator and Leader Portrait

**LEARNING MODEL**  
How?

Climate and Culture  
Design Principles  
Learning Experience  
Instruction and Facilitation  
Assessment  
Professional Learning

**SIGNALS**  
For Whom?

Reports  
Portfolios  
Transcripts  
Credentials

**LEARNING ECOSYSTEM**  
Where?

Technology  
Facility  
Staffing and Scheduling  
Transportation  
Partnerships  
Networks

**STRATEGY**  
When?

Strategic Direction  
Leading Change  
Finance  
Implementation  
Measuring Success  
Research and Development



**SCALE & SHARE**  
What Next?

Codifying  
Sharing  
Landscape Analysis  
Theory of Change  
Scaling

# New Learning Models

Leadership development networks using the Innovation Framework

**Future of Learning Council:** 75 Michigan districts collaborating on personalized competency-based learning



**Real World Learning:** Kauffman-sponsored collaboration of 40 KC systems adding internships, client projects, entrepreneurial experiences, IRC and college credit. Supported by teacher PD, admin fellowships & school visits.



**Virginia Leads Innovation Network (VaLIN):** 25 systems collaborating on high school redesign



# The Public Microschool Playbook

## The Public Microschool Playbook

[Download the Text Version](#)

[🏠 The Public Microschool Playbook](#)

[📖 Why and Why Now?](#)

[📖 How to Launch a Public Microschool In Your School System](#)

[-- Planning](#)

[-- Designing](#)

[-- Implementing](#)

[📖 Conclusion & Acknowledgements](#)

[Additional Resources and Stay in the Loop](#)



# New Learning Models

Opportunity Culture supports 80 districts working in teams with a Multi-Classroom Leader

**OPPORTUNITY CULTURE**® An Initiative of Public Impact®

ASU's Next Education Workforce strategic school staffing models empower educators in 40 districts to **work in teams**, including community members, to deliver better outcomes and experiences.

**ASU**  
Mary Lou Fulton  
Teachers College  
Arizona State  
University



# New Leadership Models

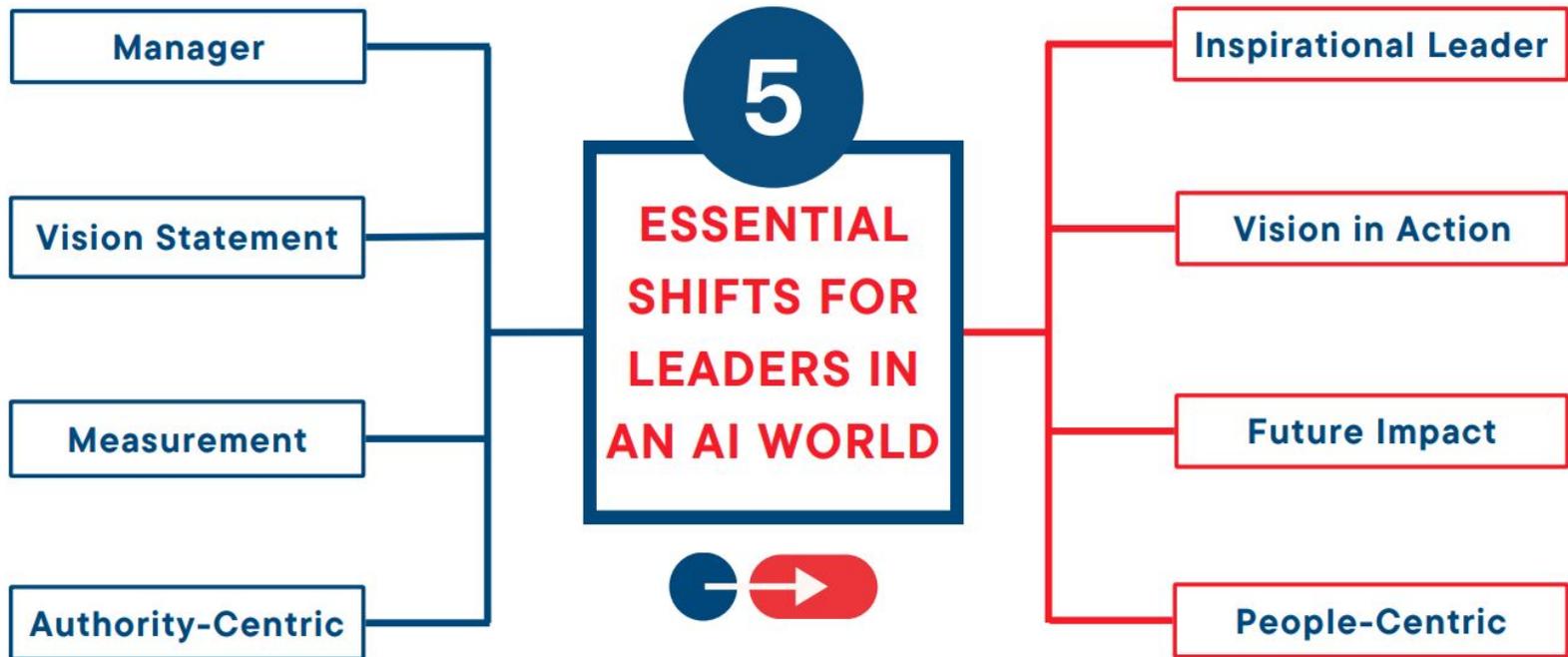
Leadership Development

Staff Learning

Personalized Learning Plans



# Santa Anna Leadership

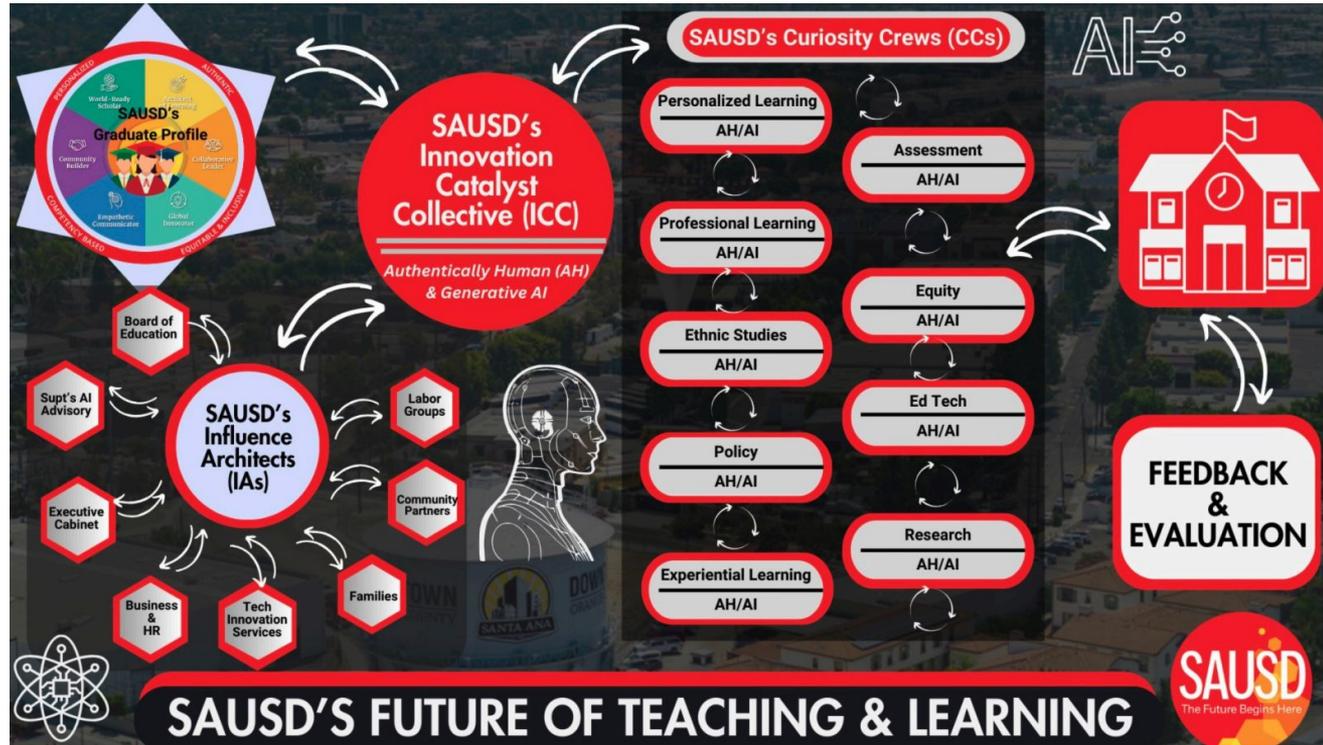


**FROM A CULTURE OF SECRECY TO A CULTURE OF TRUST**

# Santa Anna Leadership

Santa Anna USD (CA) launched the Innovation Catalyst Collective

- 50 staff across the district
- Addressing AI implementation
- Drivers of change
- Valuing human contributions

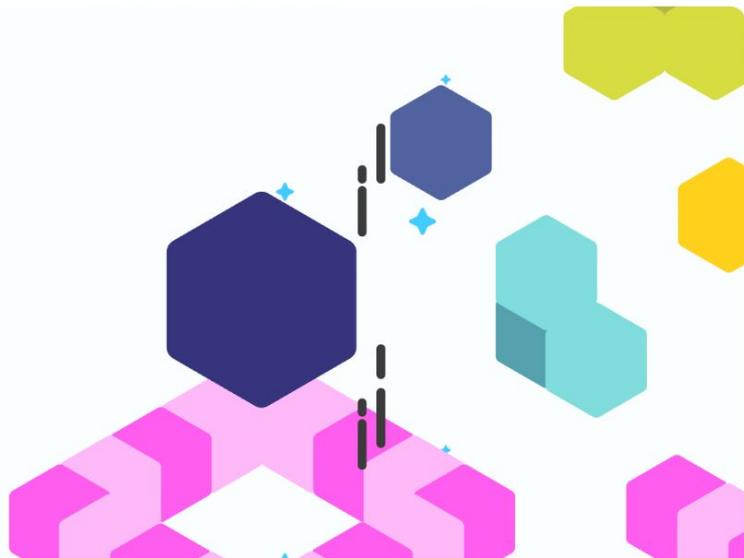


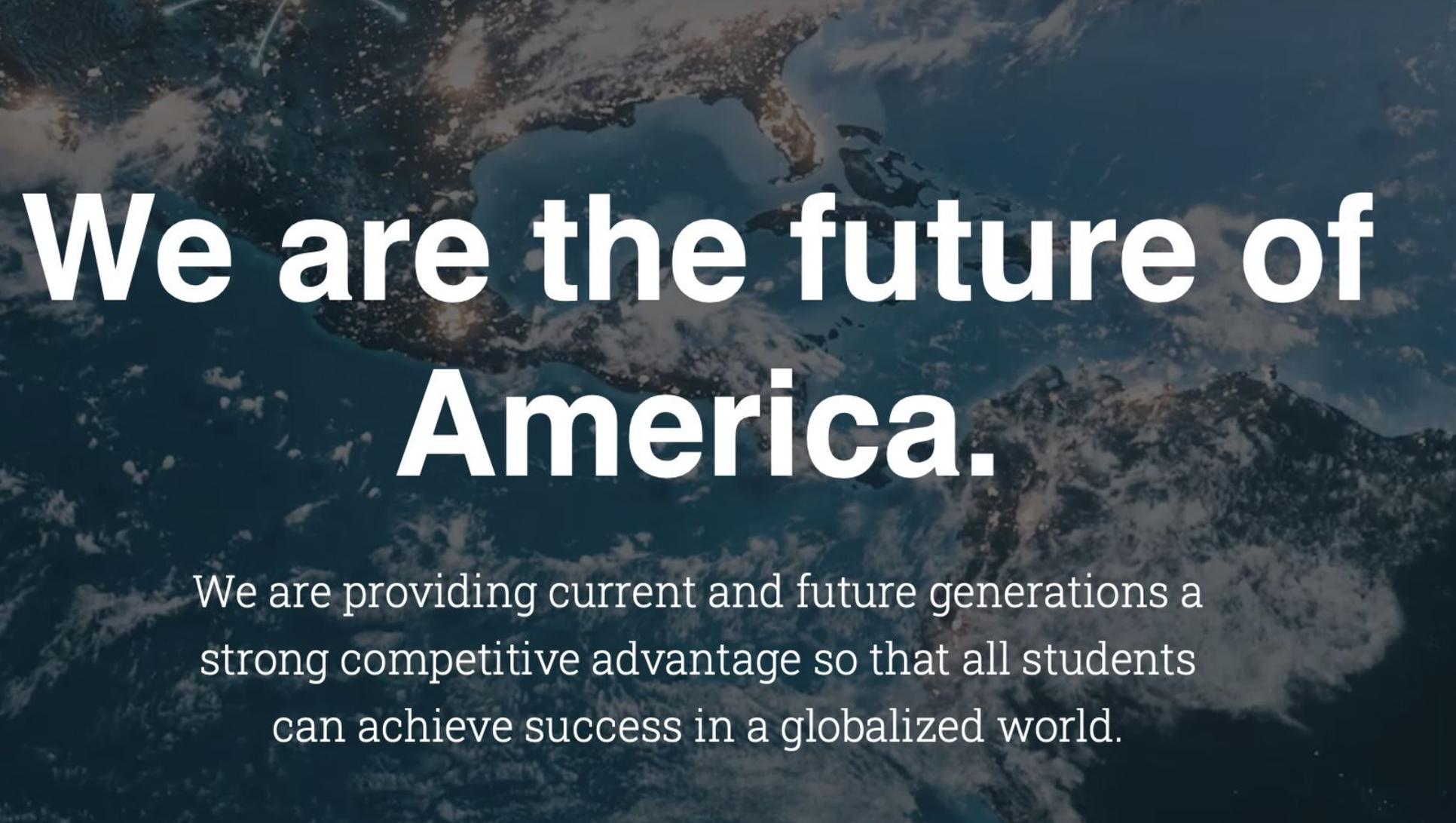


## What's Your AI Teaching Archetype?

Upskilling educators on emerging technologies through research-based pedagogy.

Ed3 DAO is a non-profit empowering educators on emerging technologies through online courses, a global community of practice, and research & development.



A satellite view of the Earth, showing the Americas in the center. The text is overlaid on the image.

# **We are the future of America.**

We are providing current and future generations a strong competitive advantage so that all students can achieve success in a globalized world.

# St Vrain Leadership

St. Vrain Valley Schools (Longmont CO) develops school and system leaders through a **systems approach** that blends formal internal pathways, innovation experiences, and cutting-edge professional development.

**Induction Program:** All new admins participate in a structured induction designed to align them with the "Exemplary School District" vision.

**AI Coaching (Edthena):** New teachers and aspiring leaders use AI-powered video coaching to reflect on their practice

St. Vrain uses its **Innovation Center** and **P-TECH** programs as a sandbox for developing system leaders.

**Leadership St. Vrain:** prepares community members for active roles in school governance and advocacy.

**LiftED Futures** supports district teams in developing competitive advantage.

# St Vrain Leadership

St Vrain Valley Schools (Longmont, CO) empowered students and educators:

- Instructional coaches
- AI Exploration: gamified bite-sized PD
- Student and educator collaborative learning communities
- AI Campus Pop-Up: Do, Make, Play



# AI Literacy Lab

Personalized plans



# Upskilling starts now - with you

Tools needed:

- An open mind
- AI tool of your choice - ChatGPT, Claude, Gemini, Perplexity

Think of 2-4 weekly tasks or a challenges you are facing

Scan the QR code and input your responses for your personalized plan



## Table Talk Conversations

What did you notice about how you interacted with AI during this activity?

Which skills surfaced as most important for you to strengthen and why would they make a difference in your work?





## Table Talk Conversations

What conditions and supports would need to be in place for your staff to do a similar activity?

What aspect of this activity would you need to amend based on your staff's needs?



# Thank you!

Let's stay connected.

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