

AixCoherence: A Framework for K12 Systems Leaders

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PRINCIPLE	DESCRIPTOR	QUESTIONS TO ASK YOURSELF	RELEVANT COHERENCE TOOLS
FRAME THE PROBLEM			
Act with Purpose	<p>AI has the potential to not only support an organization's strategy but also expand its impact in ways we may not yet have fully imagined. Purposeful action begins with a clear understanding of the potential problems we could address with AI, ensuring that AI efforts are aligned with long-term aspirations and evolving organizational values. AI should always help an organization propel its strategy and deepen its impact.</p>	<ul style="list-style-type: none"> ▪ Why are you/our field partners considering this use case? ▪ What existing behavior, tool or practice would this use case address or replace or augment? <ul style="list-style-type: none"> + What is the counterfactual? + If this AI solution wasn't available, what would happen? ▪ How does this use case align with your organization's vision, strategy and current priorities? ▪ Who is most affected by the problem the use case is addressing? ▪ What are the potential unintended consequences of this use case? <ul style="list-style-type: none"> + How will you mitigate these unintended consequences? ▪ Does the use case conflict with your organization's core values or guidance on technology/AI? ▪ Given the answers to these questions, should we move forward with this use case? 	<ul style="list-style-type: none"> ▪ User persona exercise ▪ Problem definition ▪ Ideation Tool
Stay Focused	<p>Once we have framed the problem, we identify the key priorities that will drive meaningful change. Maintaining focus on the identified priorities ensures that we don't get sidetracked by AI's vast possibilities. Staying focused means consistently aligning our efforts with the core problem, avoiding scope creep, and ensuring that all resources and decisions reinforce the solution to the central challenge.</p>	<ul style="list-style-type: none"> ▪ Are there a few AI solutions targeting a few key priorities? ▪ How can you ensure coherence and alignment across teams to maintain focus? <ul style="list-style-type: none"> + Have you ensured we are not duplicating efforts across teams? 	<ul style="list-style-type: none"> ▪ Initiative Inventory ▪ Prioritization exercise

<p>Address Bias</p>	<p>Generative AI technologies, while new, are trained using historical data patterns that can reinforce discrimination and exclusion. It is critical to evaluate and scrutinize any AI-produced or AI-assisted outputs for potential bias. By actively interrogating these results and deciding when to use or reject them, we can take steps to reduce the risk of reinforcing inequities.</p>	<ul style="list-style-type: none"> ▪ Who is evaluating the accuracy, sophistication and hidden biases of AI-generated content? Are they equipped to reliably make such judgments, including with sufficient background knowledge or content expertise that enables them to identify biased language, ideas, data or other output? ▪ Do you/your field partners know what data the AI tools under consideration are trained on? ▪ What analyses have the AI tool/provider conducted to analyze bias? ▪ Is there bias in who has access to technology and, thus, who gets to access AI tools? ▪ Are AI users empowered with the knowledge of the value of their data? ▪ Are you/your field partners utilizing AI for tasks that will ultimately advance equity and/or equitable causes? 	<ul style="list-style-type: none"> ▪ Prompt design guide ▪ Protocol for reviewing AI output
<p>Cultivate Trust</p>	<p>Cultivating trust requires centering people at every step of the process, from defining problems AI is meant to solve to piloting AI solutions. AI should not only augment our work but actively incorporate the insights and needs of the communities we serve. This ensures that AI solutions are contextually relevant, foster collaboration and build the trust necessary for change management and therefore systemic impact.</p>	<ul style="list-style-type: none"> ▪ What stakeholders need to be involved in evaluating this use case? <ul style="list-style-type: none"> + Do you have the right people at the table to ensure cross-team or cross-departmental strategic considerations? ▪ Have you/your field partners made a concerted effort to understand the needs of end users (of AI tools or their outputs), especially those furthest from opportunity? ▪ Is the solution in this use case genuinely needed, wanted, and valued by the users? ▪ Is this use case possible? <ul style="list-style-type: none"> + Are there existing tools that perform the tasks we are looking to perform? ▪ What are the potential risks of this use case (technical, financial, data-related, reputational, stakeholder trust)? ▪ What types of pushback do you expect from introducing this use case? ▪ How will you manage the change required to pilot this use case? ▪ Who will manage the development and implementation of this use case? <ul style="list-style-type: none"> + How have you engaged them in developing the use case (feedback, co-creation)? ▪ From whom will you/your field partners solicit feedback regarding the efficacy of AI tools? 	<ul style="list-style-type: none"> ▪ Qualitative data/feedback from users most affected by the use case ▪ Empathy interview tool ▪ Collaboration continuum

Be Nimble	<p>The newness of generative AI technologies means that both the tools themselves and our understanding of how to use them effectively are evolving in real-time. We know that some of the most effective applications will come from those closest to the work. This underscores the need for bottom up insights to guide an AI strategy that provides users with the freedom to experiment, encourage learning from mistakes and adapt as new insights emerge.</p>	<ul style="list-style-type: none"> Do you/your field partners have the opportunity to test AI solutions through “small bets”? Is there a well-laid out, inclusive plan for piloting AI solutions at your organizations/field partners’ organizations? What does a successful pilot look like, and how will you measure it? 	Adding Zeros Tool Prototyping Tool
	<ul style="list-style-type: none"> What infrastructure is in place to adapt and implement learnings from pilots? Are there staff with the skill sets and resources to monitor for continuous improvement? Is there an agreed-upon structure to communicate and make decisions across relevant stakeholders? Is there a plan for disseminating learning about the most effective approaches from pilots of AI solutions? 	Change Management Framework(s)	
Embrace Curiosity	<p>Rapid technological evolution requires a learning mindset and radical transparency. We stay at the forefront of AI developments to advance educational equity, continuously refining our knowledge and embracing innovations that align with organizational needs and values. As informed consumers, we assess risks, openly discuss AI tools, and learn from others.</p>	<ul style="list-style-type: none"> How are you/field partners working to continuously improve the AI tools being utilized? Are you/field partners working in cross-functional teams to share AI-related learning? 	Repository of resources (research, blogs, news articles, websites, etc)
		<ul style="list-style-type: none"> Are you/field partners engaging in a community of learners? committed to advancing educational equity through AI? Are you/field partners engaging in funding and/or engaging in strategic partnerships between organizations? 	Guide for Community of Practice