

From Fear to Function

A Practical Framework for Leading Responsible AI Adoption in K-12



AI implementation is an **organizational change initiative**—not a technology initiative.



AI should advance your district's mission—**not become the mission.**



Leadership must **come before** implementation.



Success depends on **people**, not platforms.

Julian Robinson

Chief Technology Officer

Savannah-Chatham County Public School System



Leading with people.
Partnering with AI.

Focused on student success.



2 Every Stakeholder Has a Different Fear



School Board

Public trust
& governance



Superintendent

Moving
too fast...
or too slow



CTO

Security,
privacy &
implementation



Principals

Staff
readiness



Teachers

Workload,
uncertainty &
instructional
impact



Parents

Safety &
transparency



Students

Responsible
AI use



Fear without leadership becomes resistance.
Leadership turns fear into **function**.

The Leadership Framework

A practical path to move from fear to function.



OUR DESIGN PRINCIPLE



Reduce Operational Friction

Repetitive admin work, formatting, communications, scheduling, data analysis, and more.



Preserve Necessary Cognitive Friction

Critical thinking, productive struggle, problem solving, creativity, and reflection.



Our goal isn't to make learning easier. Our goal is to remove barriers so students can spend more time **doing the thinking that matters.**



**AI shouldn't stand alone—IT SHOULD STRENGTHEN THE WORK
YOUR DISTRICT IS ALREADY COMMITTED TO DOING.**



FROM FEAR TO FUNCTION™
EXECUTIVE GUIDE

ONE PRACTICAL
GUIDE.
REAL RESULTS.

AI LEADERSHIP TASK FORCE

WITH THE FIRST 90-DAY PLAYBOOK

A Practical Guide to Building an
AI-Ready School District



BUILD THE RIGHT TEAM

Create your AI
Leadership
Task Force.



LAUNCH WITH CLARITY

Use agendas, roles,
and a clear
purpose.



EXECUTE THE FIRST 90 DAYS

A step-by-step
playbook for real
progress.



CREATE EARLY WINS

Build momentum
and expand
impact.



Scan the QR code
to download your
copy of the guide.



PEOPLE. PURPOSE. IMPACT.

