

AI Integration Readiness Roadmap for K-12 Districts

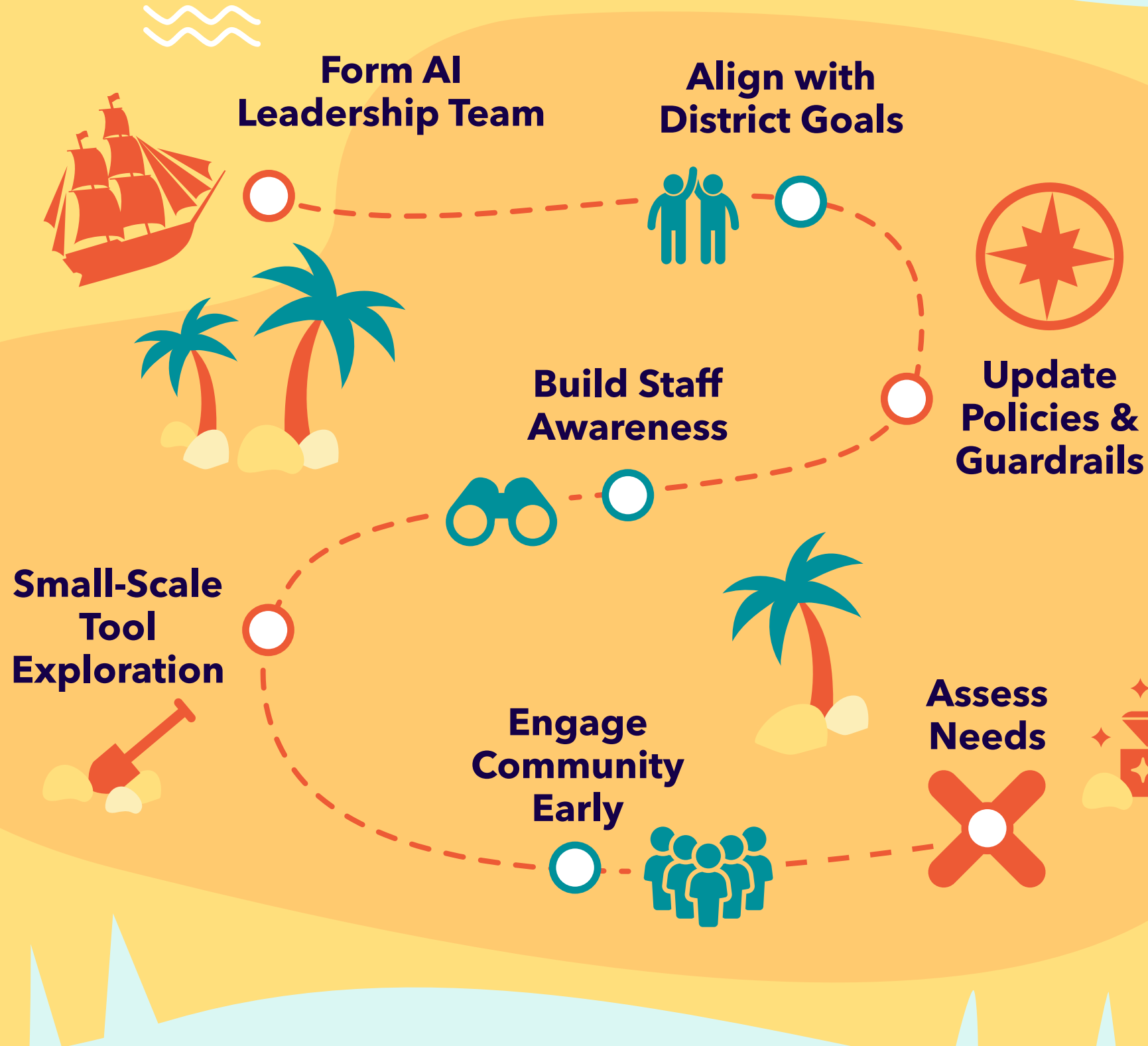
A phased approach to responsible, equitable adoption.

AI in education offers tremendous promise, but it must be implemented with responsibility at every stage. Districts should ensure equitable access to devices, connectivity, and tools for all learners, especially in underserved communities, and monitor AI outputs for bias.

PHASE 1: 0-6 Months

GOAL: Build foundational readiness; plan before large-scale student use.

Exploration



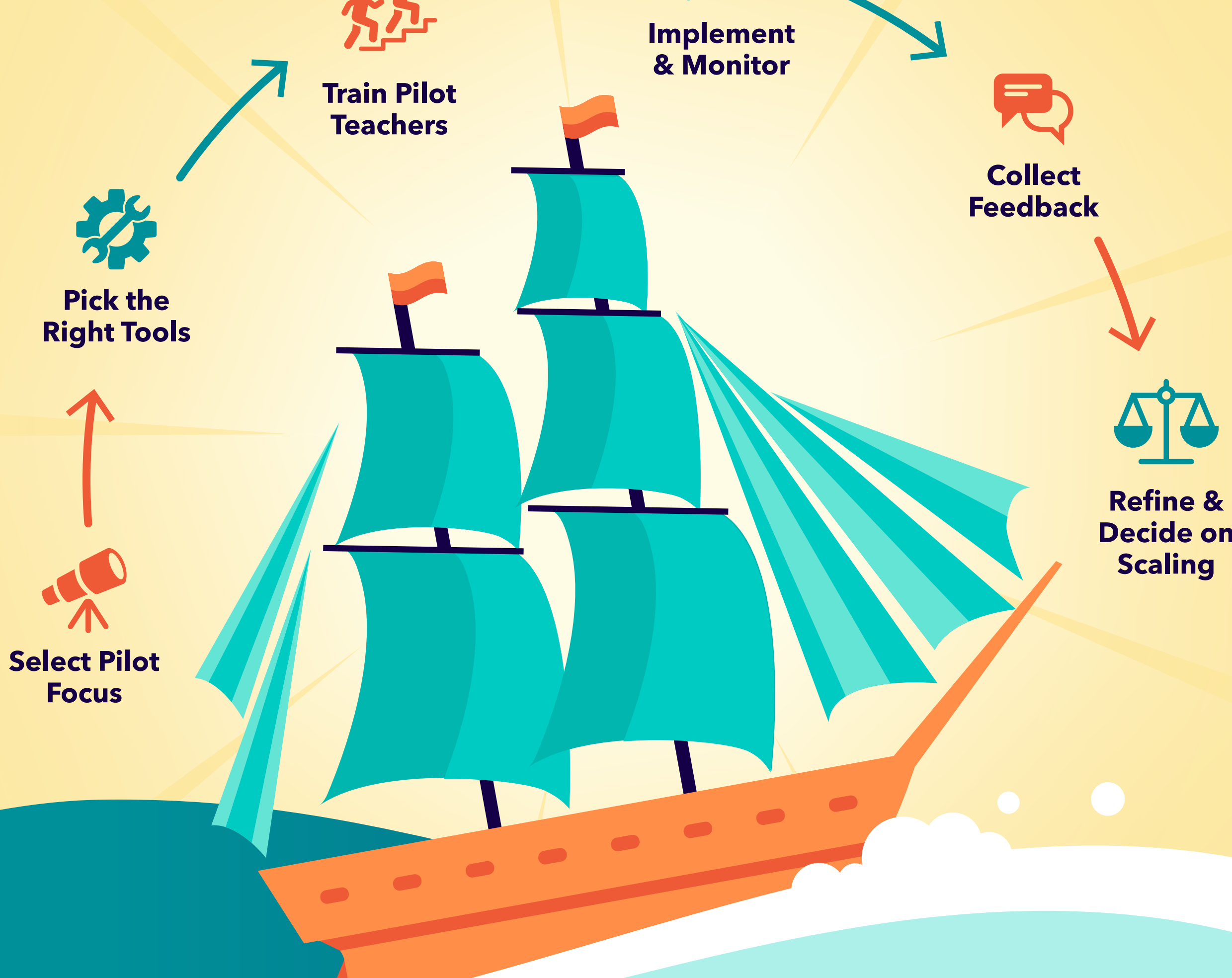
Deliverables: Leadership team, initial guidelines, PD session(s), stakeholder communications, short-list of pilot tools, needs assessment

District adoption must be grounded in privacy and ethics, ensuring compliance with FERPA, COPPA, and state laws, securing strong vendor agreements, and requiring human review of AI-generated content.

PHASE 2: 6-12 Months

GOAL: Test AI tools in controlled settings; gather impact data.

Piloting



Deliverables: Pilot evaluation reports, recommendations for scaling, updated guidelines, documented best practices

A recent study, *"Your Brain on ChatGPT: Accumulation of Cognitive Debt when Using an AI Assistant for Essay Writing Task"* (June, 2025), found that participants using an AI writing assistant showed reduced neural engagement, weaker memory recall, and lower ownership of their work compared to peers writing unaided or using search engines. These findings highlight the need for intentional, scaffolded AI use in classrooms.

PHASE 3: 12-24+ Months

GOAL: Expand successful pilots district-wide; embed AI sustainably.

Scaling & Integration



Deliverables: Board-approved policy, district-wide AI tools & infrastructure, integrated curriculum resources, ongoing PD program, monitoring framework

Transparent communication with students, families, and staff and including diverse voices in planning builds trust and ensures AI strengthens equity, safeguards privacy, and maintains a human-centered approach to learning.



K12 Coalition

Teaching for the Greater Good

Partner with K12 Coalition to build a clear, actionable AI readiness plan that aligns with your district's vision, safeguards equity and privacy, and empowers your educators to lead with confidence.

Let's turn exploration into impact, together.

SOURCES:

CoSN & CGCS - K-12 Generative AI Readiness Checklist (2023) cosn.org/cosn.org
 Miguel Guhlin/TCEA - Responsible AI Adoption Phases (2024) blog.tcea.org
 U.S. Dept. of Education - AI Guidance and Priorities (2025) ed.gov/ed.gov
 U.S. Dept. of Education Office of Ed Tech - AI Toolkit for School Leaders (2024) k12dive.com
 Washington OSPI - Human-Centered AI Guidance for K-12 (2024) ospi.k12.wa.us
 Bellwether Education - Building AI Readiness (2025) bellwether.org
 NSPRA/CGCS - Responsible GenAI Integration in K-12 (2023) nspira.org