



# 2025 Strategic Plan





# Table of Contents

## Purpose and Vision

### Ethical Intelligence: Using AI with Integrity and Purpose

### The Human Advantage: Preparing Students to Think, Adapt, and Lead with AI

### Inspired Teaching: Human Led, AI Empowered

### Future Ready: Shaping a Thoughtful, Adaptive and Empowered Community

### Smarter schools: Time Reclaimed, Performance Improved, Learning Empowered

### The Timeless Advantage: Elevating the Liberal Arts in the Age of AI

### The Human Stage: Elevating Theater and Performance in the Age of AI

### The Infinite Mindset: Growing Courageous Learners and Leaders for a Changing World

## Glossary





# Purpose and Vision

## Purpose

We believe that artificial intelligence, when implemented ethically and intentionally, is not a replacement for teachers but a tool to rehumanize education.

Our purpose is to use AI not to automate instruction, but to liberate educators from burdensome administrative tasks, personalize student learning at scale, and design a more thoughtful, inclusive, and forward-thinking classroom experience. We seek to leverage AI as a force multiplier, not a substitute, for the creativity, empathy, and professional judgment of Westport Public Schools Educators.

AI pushes us to continue to move beyond a compliance-driven model toward a fluid, responsive system focused on adaptability, problem-solving, and lifelong learning. It pushes us to redefine success, not as standardized outcomes, but as human potential: creativity, collaboration, and civic readiness in an AI-influenced world. The promise of public education becomes not just “preparing students for the future,” but partnering with them to co-create it.

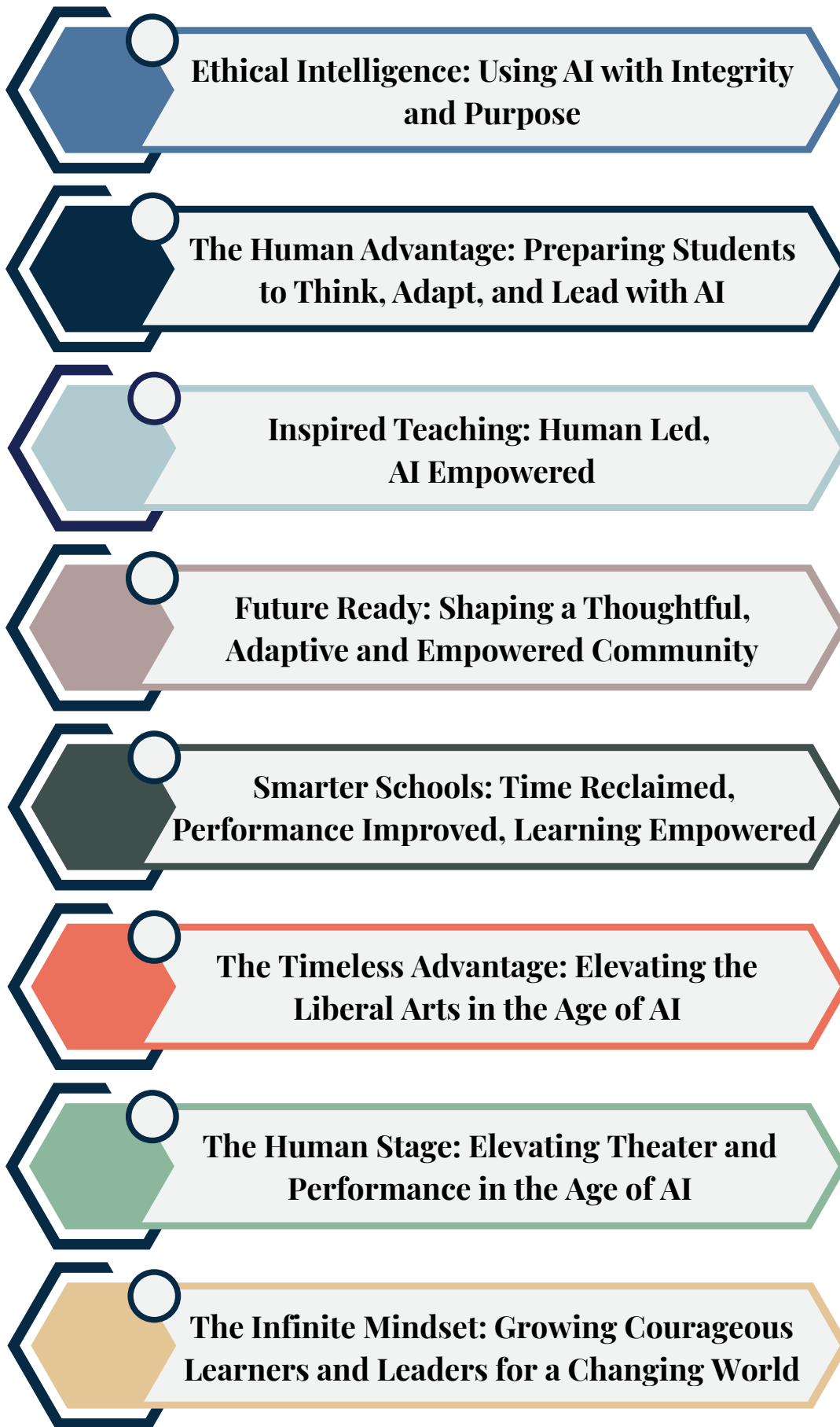
This is not about keeping up with trends. This is about shaping the future, on our terms.

## Vision

We envision a school district where:

- Teachers are empowered to be architects of powerful, personalized learning.
- Students engage with meaningful learning experiences tailored to their strengths, gaps, interests, and input.
- Teachers use AI tools to bolster their insights into curriculum, materials, and student learning, as well as to recover and enhance instructional time.
- Opportunity is widened, not narrowed, by ensuring that all learners, regardless of background, have equal access to tools to foster their own growth.
- Data is used responsibly and transparently to adapt curriculum and instruction, with student privacy at the forefront.
- AI literacy will be taught with intention so students become not just consumers, but creators and critics of emerging technologies.
- All stakeholders, students, teachers, families, administrators, understand the core principles and uses of AI in our schools.

# STRATEGIC OBJECTIVES









# Ethical Intelligence: Using AI with Integrity and Purpose

## WHY IS THIS IMPORTANT?

Artificial Intelligence presents extraordinary opportunities for innovation and personalized learning, but also profound ethical challenges. In education, AI shapes how we assess students, make decisions, and use data that affect people's lives, rights, and opportunities. Without clear ethical guidelines, schools risk perpetuating bias, violating privacy, or allowing automation to erode human judgment.

Ethical leadership in AI is not optional; it is essential to preserving trust, fairness, and the humanity at the heart of public education. A clearly defined AI Code of Ethics provides the foundation for responsible decision-making, guiding how we design, deploy, and interact with AI systems across our schools. It ensures transparency and accountability while fostering innovation that serves, rather than replaces, human connection.

For Westport Public Schools, ethical use of AI is central to our vision of being AI Powered, Human Centered. Establishing a districtwide ethical framework builds public confidence, empowers educators and students to use AI responsibly, and ensures that technology amplifies learning, integrity, and opportunity, not risk or division.

## WHAT ARE WE GOING TO ACCOMPLISH?

We will create and adopt a District AI Code of Ethics that serves as a living framework to guide all AI-related practices, from classroom instruction to operational decision-making. This work will:

- Establish shared ethical principles that protect privacy, promote fairness, and ensure human oversight.
- Align district policies, including Academic Integrity, with the values embedded in the Code of Ethics.
- Train teachers, staff, and students in ethical AI use, media literacy, and bias awareness.
- Build trust and transparency through community education and open communication.

By the end of this plan, Westport Public Schools will be recognized as a national model for responsible, human-centered AI integration, where innovation is grounded in ethics, and every decision reflects our district's core values.



## HOW WILL WE ACCOMPLISH THIS?

Our work will unfold through a structured, five-part sequence:

1. Research and Adoption – Establish the AI Ethics Subcommittee, gather input, and create a districtwide AI Code of Ethics aligned with national best practices and Westport’s vision.
2. Policy Integration – Align the Academic Integrity Policy and related district policies with the new ethical framework to reflect appropriate, transparent AI use.
3. Ethics, Bias, and Media Training – Provide tiered professional learning for teachers and students to promote responsible AI use, recognize bias, and practice digital integrity.
4. Community Outreach and Transparency – Engage families and community members through learning sessions, open forums, and progress updates.
5. Continuous Improvement – Monitor implementation, update policies as technologies evolve, and share Westport’s ethical leadership model nationally.

Through these coordinated initiatives, we will ensure that AI enhances learning while upholding the district’s commitment to fairness, integrity, and human connection.

## INITIATIVES

- Creating and Adopting an AI Code of Ethics
- Amending the Academic Integrity Policy
- Ethics, Bias, and Media Training (Teachers)
- Ethics, Bias, and Media Training (Students)
- Community Outreach



# Ethical Intelligence: Using AI with Integrity and Purpose

## Action Steps

### 1. Creating and Adopting an AI Code of Ethics

- Establish an AI Ethics Subcommittee.
- Identify school community values, hopes, and concerns.
- Research national and international ethical frameworks (UNESCO, ISTE, MIT).
- Draft, refine, and adopt the Code through Board approval.
- Communicate the Code districtwide through explainer videos and public materials.

### 2. Amending the Academic Integrity Policy

- Convene the Academic Integrity Committee, including teachers, administrators, students, and parents.
- Review classroom practices and gather feedback on AI use.
- Draft and vet policy updates reflecting ethical AI use.
- Provide training and communication for all staff, students, and families.

### 3. Ethics, Bias, and Media Training (Teachers)

- Launch districtwide AI ethics keynote and foundational workshop.
- Facilitate sessions on algorithmic bias and inclusive technology.
- Provide classroom-ready resources for ethical discussions and assignments.
- Gather feedback and integrate lessons learned into ongoing policy work.

### 4. Ethics, Bias, and Media Training (Elementary and Secondary Students)

- Elementary: Introduce digital citizenship lessons focused on fairness and honesty.
- Secondary: Launch “AI Systems & Society” units exploring bias, media manipulation, and responsible design.
- Student projects culminate in showcases or symposiums on ethical AI.

### 5. Community Outreach and Engagement

- Launch an AI Ethics communication plan.
- Host community events, speaker series, and family learning sessions.
- Collect feedback and address concerns.
- Publish annual AI Ethics Report celebrating progress.



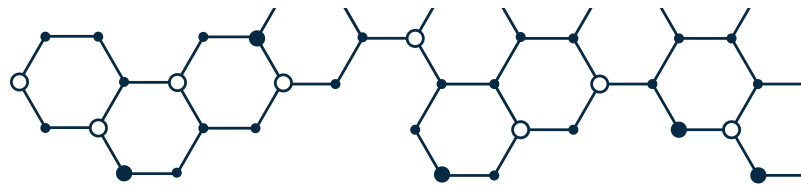




## Ethical Intelligence: Using AI with Integrity and Purpose

Initiative Name	Code of Ethics	Initiative Status:	Pending
Supports Objective	Ethical Intelligence: Using AI with Integrity and Purpose		
Initiative Owner	The AI Ethics Subcommittee		
Initiative Summary	Establish a districtwide framework for the responsible and ethical use of AI in education, covering areas such as data privacy, academic integrity, transparency, and bias. This Code of Ethics will extend the district's vision and values into actionable principles that guide all AI-related decisions.		
Resources Required	<ul style="list-style-type: none"> <li>Professional Development time</li> <li>Access to digital resources to compare what other schools, institutions, universities, etc. are using to guide their own thinking.</li> </ul>		

#	Milestones	Start Date	End Date	Status
1	Establish a subcommittee and gather information to inform the development of a Code of Ethics. Define clear goals for AI use in the district that stem from the Vision Statement.	Aug 2025	Nov 2025	Pending
2	Research and gather information by reviewing existing AI policies across educational organizations to help guide our content and structure. Develop an understanding of current AI tools and their capabilities by examining the technology's benefits, limitations, and potential risks. Explore ethical considerations by studying frameworks related to AI in education, including issues of bias, fairness, transparency, and data privacy.	Aug 2025	Nov 2025	Pending
3	Draft the policy by clearly defining what it covers, such as student use, teacher use, and AI tools, and identifying the ethical concerns. Once ethical concerns are drafted, formulate a district response that aligns with our vision of ethics and responsible use, addressing key areas relevant to implementation, oversight, and responsible practice.	Aug 2025	Nov 2025	Pending
4	Review, refine, and finalize the policy by gathering feedback. Revise the draft based on this input, ensuring the language is clear, concise, and inclusive. Once finalized, publish the policy and communicate it thorough explanatory video for the entire school community, including students, staff, and parents. Present to the Board of Education.	Aug 2025	Nov 2025	Pending



Metrics for Success	
Code adopted by February 2026	
90% of staff report understanding of Code.	
Code and explanatory video published publicly.	

**Board/Community Message**

*“We are setting clear expectations for responsible AI use in our schools. Our Code of Ethics ensures that technology supports learning while protecting privacy, fairness, and human judgment.”*





# Ethical Intelligence: Using AI with Integrity and Purpose

<b>Initiative Name</b>	<b>Amending the Academic Integrity Policy</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	Ethical Intelligence: Using AI with Integrity and Purpose		
<b>Initiative Owner</b>	The Academic Integrity Chair & Academic Integrity Committee		
<b>Initiative Summary</b>	Revise the district's Academic Integrity Policy to reflect the realities of AI-assisted learning, ensuring that innovation and honesty go hand in hand. The revised policy will define appropriate and inappropriate uses of AI, outline expectations for assessments and collaboration, and align with the district's AI Code of Ethics.		
<b>Resources Required</b>	<ul style="list-style-type: none"> <li>Time and space for building committees</li> <li>Research from other districts and universities</li> </ul>		

#	Milestones	Start Date	End Date	Status
1	Convene Academic Integrity Committee of faculty, administrators, and students from grades 6-12 to amend the current AI guidelines in the Academic Integrity Policy.	Nov 2025	March 2026	Pending
2	Solicit feedback from classroom teachers, students, and administrators and review classroom practices around AI in assessments, homework, classwork. Partner with Hanover Research to conduct a benchmark analysis of peer district policies.	Nov 2025	March 2026	Pending
3	Draft and propose amendments to the Academic Integrity Policy that align with the new Vision Statement, our AI Code of Ethics, and best practices highlighted from the district.	Nov 2025	March 2026	Pending
4	Adopt and communicate to teachers, students, and parents the new academic integrity policies as they pertain to AI policies.	March 2026	June 2026	Pending

Metrics for Success	
Revised policy adopted by June 2026.	
Conduct benchmark analysis	
100% of teachers trained on new expectations by August 2026	
100% of Students instructed on acceptable AI use In September 2026	

## Board/Community Message

*"As AI becomes part of learning, our integrity standards evolve too. This policy ensures that innovation and honesty go hand in hand, teaching students to use AI ethically, not exploit it."*



Initiative Name	Ethics, Bias, and Media Training (Teachers)	Initiative Status:	Pending
Supports Objective	Ethical Intelligence: Using AI with Integrity and Purpose		
Initiative Owner	Anna Mahon		
Initiative Summary	Empower teachers with the knowledge and confidence to integrate AI responsibly by understanding bias, data ethics, and media literacy. Educators will learn to evaluate AI tools, teach critical thinking about technology, and model responsible use for students.		
Resources Required	<ul style="list-style-type: none"> <li>Podcasts</li> <li>Skills21 keynote speakers</li> <li>AI microcredential access for all teachers</li> <li>Consultants</li> </ul>		

#	Milestones	Start Date	End Date	Status
1	Awareness & Framework Workshop: Develop scope of AI concepts, ethical principles (transparency, privacy, bias), and case studies. Includes how AI intersects with student data and decision-making.	Nov 2026	May 2026	Pending
2	Bias in AI & Inclusive Tech Training: Training about algorithmic bias, systemic inequality, and how to assess bias in AI tools used in classrooms (e.g., plagiarism checkers, adaptive learning apps).	Nov 2026	May 2026	Pending
3	Practical applications: Evaluating AI-generated content, addressing student use of AI, incorporating critical media analysis into instruction.	Nov 2026	May 2026	Pending
4	Policy Discussion and Feedback: Teachers and Students provide feedback on school AI policy drafts and discuss classroom dilemmas (e.g., AI use in essays, surveillance tools). Collaborative policy refinement.	June 2026	August 2026	Pending

Metrics for Success	
Revised policy adopted by August 2026.	
Input from 75% of faculty with student representation.	
100% of teachers trained on new expectations.	

**Board/Community Message**  
*“Our teachers are leading the way, learning how to use AI responsibly and teaching students to think critically about the technology shaping their world.”*



# Ethical Intelligence: Using AI with Integrity and Purpose

<b>Initiative Name</b>	<b>Ethics, Bias, and Media Training (Elementary Students)</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	Ethical Intelligence: Using AI with Integrity and Purpose		
<b>Initiative Owner</b>	Anna Mahon, Elementary ITL Staff		
<b>Initiative Summary</b>	To empower students with the knowledge and skills to critically engage with artificial intelligence and digital media by understanding how AI systems work, identifying bias and misinformation, and developing ethical habits in using emerging technologies.		
<b>Resources Required</b>	<ul style="list-style-type: none"> <li>Resources that specifically address student behaviors regarding AI and communicate ethics, media training, and biases. Some examples include: <ul style="list-style-type: none"> <li>Common Sense Media – Digital Citizenship Curriculum</li> <li>MIT Media Lab – Scratch + AI for Kids</li> <li>Google’s Be Internet Awesome</li> <li>BrainPOP – AI &amp; Ethics Series</li> <li>Mozilla Foundation – Web Literacy Activities</li> </ul> </li> </ul>		

#	Milestones	Start Date	End Date	Status
1	Intro to AI & Ethics Modules: Develop age-appropriate sessions on what AI is, how it’s used in apps, and its ethical implications. Includes interactive discussions or games.	June 2026	Sept 2026	Pending
2	Spot the Bias Challenge: Hands-on workshops where students explore biased outputs (e.g., image or text generation) and learn how bias enters systems (data, design). Begin by piloting with individual departments, grade levels, classrooms.	Sept 2026	June 2027	Pending
3	Media Literacy & Deepfake Awareness: Teach students how to evaluate AI-generated images/videos/texts and understand misinformation. Includes practice with media fact-checking.	Sept 2026	June 2027	Pending
4	Student Reflection Projects: Students present or submit creative projects (videos, blogs, podcasts) on ethical AI use, media manipulation, or AI in society. Culminate in a student showcase/school-wide discussion day at each school, virtual or in person.	Sept 2026	June 2027	Pending

Metrics for Success	
All elementary schools complete one ethics unit per semester.	
80% of students show growth in ethical reasoning (survey)	
Each school hosts at least one AI ethics virtual showcase or school-wide assembly annually.	

## Board/Community Message

*“From our youngest learners to our high school leaders, students are developing the habits of fairness, empathy, and responsibility that will guide them through a world shaped by technology.”*





# Ethical Intelligence: Using AI with Integrity and Purpose

<b>Initiative Name</b>	<b>Ethics, Bias, and Media Training (Secondary Students)</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	Ethical Intelligence: Using AI with Integrity and Purpose		
<b>Initiative Owner</b>	Anna Mahon, Curriculum Coordinators		
<b>Initiative Summary</b>	To empower students with the knowledge and skills to critically engage with artificial intelligence and digital media by understanding how AI systems work, identifying bias and misinformation, and developing ethical habits in using emerging technologies.		
<b>Resources Required</b>	<p>Resources that specifically address student behaviors regarding AI and communicate ethics, media training, and biases. Some examples include (<i>RESOURCES MAY CHANGE</i>):</p> <ul style="list-style-type: none"><li>• AI Systems &amp; Societal Impact Seminar (Oct–Nov 2026)<ul style="list-style-type: none"><li>◦ Mozilla's "You're Not the Product, You're the Target" Series</li><li>◦ Harvard Berkman Klein Center – Youth and AI Toolkit</li><li>◦ CrashCourse AI Ethics Playlist (YouTube)</li></ul></li><li>• Bias Exploration &amp; Algorithm Audit Lab (Dec 2026)<ul style="list-style-type: none"><li>◦ AI + Ethics Curriculum by MIT Media Lab</li><li>◦ Algorithmic Justice League – Case studies &amp; audit tools</li><li>◦ Google Teachable Machine – Hands-on tool to demonstrate bias in datasets</li></ul></li><li>• Deepfakes, Manipulation &amp; AI-Generated Media (Jan–Feb 2027)<ul style="list-style-type: none"><li>◦ MediaWise – How to Spot Misinformation</li><li>◦ Deepfake Detection Tools &amp; Resources (WITNESS &amp; Sensity AI)</li><li>◦ This Person Does Not Exist – AI-generated imagery for analysis/discussion</li></ul></li><li>• Critical Thinking &amp; Capstone Projects (Mar–Apr 2027)<ul style="list-style-type: none"><li>◦ AI4ALL Open Learning Platform</li><li>◦ Scratch + AI (MIT) – Creative projects</li><li>◦ Flip (formerly Flipgrid) – Student presentations &amp; reflections</li><li>◦ Canva for Education – Visual storytelling tools</li></ul></li></ul>		



#	Milestones	Start Date	End Date	Status
1	AI Systems & Societal Impact Seminar: Develop age appropriate learning experiences into how AI systems work, real-world applications (surveillance, predictive policing, social media algorithms), and ethical dilemmas. Includes case studies and debate sessions.	June 2026	Sept 2026	Pending
2	Bias Exploration & Algorithm Audit Lab: Implement learning experiences where students learn to recognize systemic bias in datasets and conduct a hands-on audit of algorithmic tools (e.g., facial recognition or text generators). Develop ethical design proposals.	Sept 2026	June 2027	Pending
3	Deepfakes, Manipulation & AI-Generated Media: Implement learning experiences where students explore AI's role in misinformation. Students use tools to create and detect deepfakes and manipulated content, followed by guided analysis and discussion on consequences.	Sept 2026	June 2027	Pending
4	Critical Thinking & Capstone Projects: Students develop and present a capstone project (e.g., AI ethics podcast, video essay, research paper, mock policy proposal). Focus on responsible use and societal impacts of AI. Showcase event optional.	Sept 2026	June 2027	Pending

Metrics for Success	
80% of students show growth in ethical reasoning (capstone rubric)	
Learning experiences developed, capstone project developed and department identified for ownership of projects and showcase	
Each secondary school hosts at least one AI ethics virtual or school-wide showcase annually.	

**Board/Community Message**

*“Our teachers are leading the way, learning how to use AI responsibly and teaching students to think critically about the technology shaping their world.”*



# Ethical Intelligence: Using AI with Integrity and Purpose

Initiative Name	Community Outreach	Initiative Status:	Pending
Supports Objective	Ethical Intelligence: Using AI with Integrity and Purpose		
Initiative Owner	District Administration		
Initiative Summary	Foster transparency and collaboration by keeping the community informed and involved in the district's AI ethics journey. Through workshops, public engagement events, and public reports, Westport will model openness and shared learning.		
Resources Required	Location for events		

#	Milestones	Start Date	End Date	Status
1	Create Effective Communication and Engagement - for community understanding of the Strategic Plan, establish a mechanism for communication to stakeholders across the community. The Superintendent will conduct a communications campaign across community groups.	Nov 2025	April 2026	Pending
2	Preparing Community Readiness -Provide opportunities for stakeholders in the community to learn about the use of AI through speakers, workshops, and public forums.	April 2026	26/27 School Year	Pending
3	Build Awareness and Address Concerns and Misconceptions - Provide public forums, feedback, and workshops to find and address any possible concerns or questions regarding AI use across the district.	April 2026	26/27 School Year	Pending

Metrics for Success	
At least 3 public engagement events per year.	
300+ community members engaged in total.	
80% of participants report increased trust and understanding.	



## Board/Community Message

*“We’re ensuring transparency and collaboration as we shape the role of AI in our schools, keeping our community informed, engaged, and confident every step of the way.”*





# **The Human Advantage: Preparing Students to Think, Adapt, and Lead with AI**

## **WHY IS THIS IMPORTANT?**

Integration of Artificial Intelligence into education represents one of the most transformative shifts in modern learning. Yet, in Westport Public Schools, the goal is not simply to teach students how to use AI, but to help them understand how it shapes the world, and how they can shape it in return.

Our Vision of the Graduate, Contributing Citizens, defines four essential domains that anchor our work: Collaborators, Communicators, Critical Thinkers, and Creators. These qualities are more vital than ever in an AI Powered, Human Centered world. Students must learn to analyze not only what information says, but how it is generated, who it serves, and what assumptions underlie it.

AI also creates extraordinary opportunities for deeper personalization. Properly harnessed, it can adapt instruction to each student's strengths, needs, and interests; accelerate feedback; and expand access to authentic, real-world projects. But these benefits are only realized when balanced with the irreplaceable elements of human learning, teacher relationships, social connection, and wellbeing.

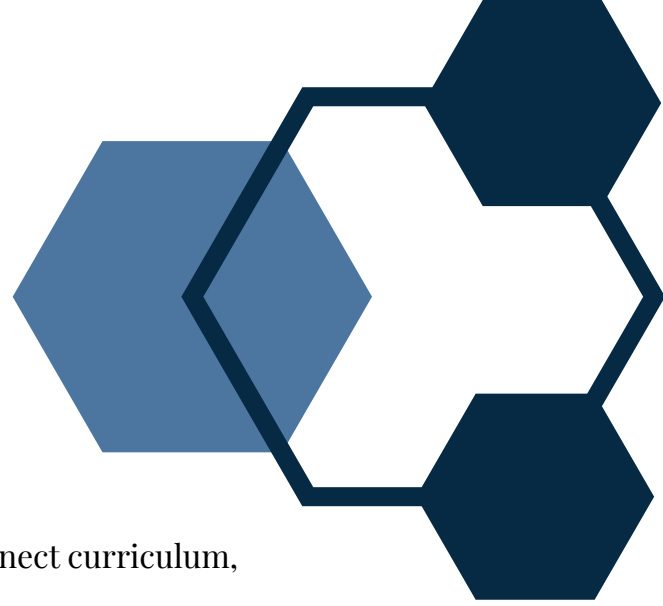
By embedding AI into the student experience in ways that are intentional and ethically grounded, we ensure Westport students are not merely prepared for the future, they are equipped to lead it as contributing citizens of an AI-powered world.

## **WHAT ARE WE GOING TO ACCOMPLISH?**

We will prepare all students to thrive as informed, creative, and responsible contributors in an AI-driven society. Through this work, every student will:

- Understand how AI and data systems function and how they influence information and decision-making.
- Approach AI with curiosity, skepticism, and ethical awareness.
- Use AI tools to investigate questions, solve problems, and express original ideas.
- Balance AI-powered learning with human relationships, wellbeing, and collaboration.
- Experience access to AI tools, instruction, and opportunities across all schools.
- Leverage the power of AI to close pervasive and historical learning gaps

Our ultimate goal is a generation of Contributing Citizens, namely, students who are not only Collaborators, Communicators, Critical Thinkers, and Creators, but technologically fluent, ethically grounded, and human centered in their leadership and creativity.



## HOW WILL WE ACCOMPLISH THIS?

Our approach will include five coordinated initiatives that connect curriculum, wellbeing, and innovation into a cohesive framework:

1. Build AI Literacy Across Grades – Establish a K–12 sequence of learning that teaches students how AI systems work, how to engage responsibly with them, and how to discern truth, bias, and authorship in the digital age.
2. Embed AI Wellbeing – Integrate digital balance and human-AI relationship skills into SEL and digital citizenship instruction, ensuring healthy technology use.
3. Redesign Learning for the AI Era – Reimagine curriculum and assessment practices to emphasize authentic learning, deeper thinking, and creativity.
4. Use AI to Personalize Instruction – Empower educators to use AI tools to personalize instruction based on student interest and readiness, while maintaining the teacher-student connection.
5. Ensure Access – Guarantee that every student, regardless of school or background, has access to AI tools, resources, and opportunities for innovation.

Together, these initiatives will redefine what it means to be a learner in an AI age, preserving what is timeless in human learning while embracing what is possible through technology.

## INITIATIVES

- Build AI Literacy Across Grades
- Embed AI Wellbeing into SEL and Digital Citizenship Instruction
- Adjust Learning for the AI Era
- Leverage AI Tools to Personalize Instruction
- Access to AI Tools
- Leverage AI for Early Identification and Targeted Interventions
- Cultivate AI Excellence Through Student Competitions and Challenges



# The Human Advantage: Preparing Students to Think, Adapt, and Lead with AI

## Action Steps

### 1. Develop a Comprehensive AI Literacy Framework and Curriculum for Students

- Create a districtwide framework for AI literacy, mapping a coherent K–12 progression.
- Pilot AI literacy lessons across grade levels before full integration.
- Embed AI literacy concepts in interdisciplinary learning experiences.

### 2. Integrate AI Wellbeing into SEL and Digital Citizenship

- Add “AI and Wellness” objectives to SEL and digital citizenship programs.
- Train staff to lead discussions on balance, focus, and responsible technology use.
- Conduct an audit of screen time and digital load across classrooms.

### 3. Reimagine Instruction for the AI Era

- Establish guiding principles for AI-enhanced teaching and learning.
- Support curriculum teams in redesigning lessons and assessments that emphasize critical thinking, originality, and collaboration.

### 4. Leverage AI to Personalize Learning

- Identify areas where AI tools can best support differentiated instruction based on student readiness and interest.
- Provide professional learning on how to use AI for formative feedback and student growth.
- Collect and analyze student data and feedback to refine instructional practices.

### 5. Leverage AI for Early Identification and Targeted Interventions

- Deploy AI-driven diagnostic tools that analyze student performance data across assessments, coursework, and digital platforms to identify academic strengths and weaknesses.
- Generate automated synthesis reports that summarize patterns and pinpoint skill gaps, reducing the time teachers spend sorting through data.
- Design AI-assisted intervention plans that recommend targeted learning activities, enrichment options, and progress milestones tailored to each learner.
- Integrate teacher-driven review protocols ensuring educators remain the decision-makers, validating all recommendations through professional judgment.
- Establish AI-powered progress monitoring to track rate of growth, provide real-time feedback loops, and refine interventions dynamically.
- Embed privacy, transparency, and bias checks to ensure interventions remain ethically sound.

### 6. Ensure Access

- Conduct a comprehensive audit to assess student access to AI tools and opportunities.
- Ensure device availability, connectivity, and multilingual family resources.
- Develop student and family workshops to strengthen understanding and confidence in AI-powered learning.



## **7. Cultivate AI Excellence Through Student Competitions and Challenges**

- Identify and curate a list of prestigious AI and innovation competitions, such as the Presidential AI Challenge, Regeneron Science Talent Search, or MIT's AI Ethics Challenge.
- Establish district-supported mentorship teams where teachers, AI professionals, and community experts guide students through project design, data ethics, and presentation.
- Create a "Pathways to AI Excellence" framework outlining competition opportunities by grade level, interest area (STEM, humanities, design, ethics), and skill progression.
- Offer after-school or summer AI enrichment programs for students preparing for competitions or developing independent projects.
- Celebrate and publicize student participation and achievements through school exhibitions, local media, and district showcases, positioning Westport as a hub for student innovation.
- Integrate AI competitions into the Contributing Citizens framework, emphasizing collaboration, creativity, communication, and critical thinking.



# The Human Advantage: Preparing Students to Think, Adapt, and Lead with AI

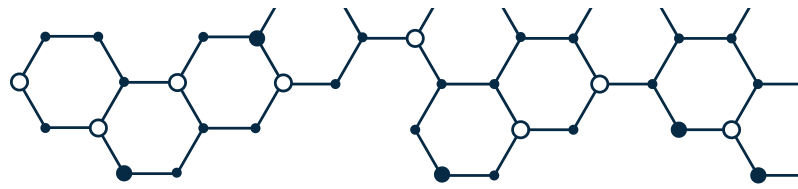
<b>Initiative Name</b>	<b>Build AI Literacy Across Grades</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	The Human Advantage: Preparing Students to Think, Adapt, and Lead with AI		
<b>Initiative Owner</b>	Anna Mahon and Natalie Carrignan		
<b>Initiative Summary</b>	Establish a K–12 progression of learning experiences that help students understand how AI and data-driven tools work, how they shape information, and how to engage with them responsibly and creatively.		
<b>Resources Required</b>	<ul style="list-style-type: none"><li>• Access to approved AI platforms and tools for student use</li><li>• WPS AI integration coaches (ITL Staff)</li><li>• In-district staff expertise (ITL Staff, Instructional Coaches)</li><li>• External AI literacy instructional materials and expertise</li><li>• Professional time</li></ul>		

#	Milestones	Start Date	End Date	Status
1	Framework Development: Form a curriculum group on AI Literacy (including subject specific teachers, curriculum leaders, ITL department, and instructional coaches, etc.) and define a district-wide AI literacy framework and K-12 progression.	Nov 2026	June 2026	Pending
2	Curriculum Development: Develop a curriculum to address the skills in the scope and sequence.	June 2026	Aug 2026	Pending
3	Students participate in piloting explicit/stand-alone lessons to develop foundational AI literacy skills.	Sept 2026	June 2027	Pending
4	Scale student facing pilot lessons both “stand alone” (i.e. courses) and integrated/”just in time” (i.e. embedded in current courses) AI literacy instruction.	Sept 2027	Ongoing	Pending

Metrics for Success	
AI literacy framework approved and published by June 2026.	
AI literacy curriculum developed and adopted by Aug 2026	
At least 80% of students demonstrate growth in AI understanding.	
Integration in every grade band by 2027-2028 School Year	

## Board/Community Message

*“We are preparing students not just to use AI, but to understand and question it, developing literacy that combines critical thinking, creativity, and responsibility.”*



<b>Initiative Name</b>	<b>AI Wellbeing</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	The Human Advantage: Preparing Students to Think, Adapt, and Lead with AI		
<b>Initiative Owner</b>	Anna Mahon (Kim Kassay, Natalie Carrignan, Chris Wanner)		
<b>Initiative Summary</b>	Embed AI wellbeing into SEL and Digital Citizenship curricula to help students develop balanced, healthy relationships with technology. Students will learn to maintain focus, emotional wellbeing, and human connection in an increasingly AI-powered world.		
<b>Resources Required</b>	<ul style="list-style-type: none"> <li>• Time</li> <li>• Vetted curricular materials</li> <li>• Training</li> <li>• Survey tools (Hanover Research)</li> </ul>		

#	Milestones	Start Date	End Date	Status
1	Identify age-appropriate wellness and SEL guiding principles related to AI. Identify where to embed in SEL program. Engage students and families in the identification process.	Sept 2025	Aug 2026	Pending
2	Embed “AI & Wellness” learning targets into the district’s existing SEL curriculum and Internet Safety/Digital Citizenship instruction.	Sept 2026	June 2027	Pending
3	Provide educator training to lead student conversations and lessons about healthy tech habits and human-AI balance.	Sept 2026	June 2027	Pending
4	Audit current curriculum “required screen time” and overall school student screen time usage. (Cross Reference Strategic Objective #3)	Nov 2025	June 2026	Pending
5	Based on the audit, develop recommendations for responsible and intentional AI integration within the curriculum.	June 2026	June 2027	Pending

Metrics for Success	
AI wellbeing learning targets identified and embedded in SEL standards across K–12 for Sept 2027	
90% of teachers trained in digital wellbeing instruction.	
Analytical Report on Curriculum Screen Time Audit	

**Board/Community Message**

“AI should empower students, not consume them. We are helping young people learn to balance innovation with mindfulness and human connection.”





# The Human Advantage: Preparing Students to Think, Adapt, and Lead with AI

Initiative Name	Reimagining Instruction for the AI Era	Initiative Status:	Pending
Supports Objective	The Human Advantage: Preparing Students to Think, Adapt, and Lead with AI		
Initiative Owner	Anna Mahon (Kelly Michel, 6-12 Curriculum Coordinators)		
Initiative Summary	This initiative will ensure AI strengthens student learning by defining clear guiding principles for effective use that emphasize deeper thinking, authentic application, and student agency as well as ensuring that assignments and assessments are relevant and durable.		
Resources Required	<ul style="list-style-type: none"><li>• Access to approved AI platforms and tools for student use</li><li>• In-district staff expertise (Library Media Specialists, Instructional Coaches)</li><li>• External AI literacy instructional materials and expertise</li><li>• Professional time</li><li>• Survey tools (Hanover Research)</li></ul>		

#	Milestones	Start Date	End Date	Status
1	Develop a set of guiding principles for desired characteristics of AI-infused learning.	Nov 2025	Aug 2026	Pending
2	Use guiding principles to audit current practices and opportunities at each level (elementary, middle, high school). Identify existing instructional units where AI-related themes or tools could be integrated naturally to augment learning.	Sept 2026	June 2027	Pending
3	Based on the audit, develop meaningful experiences to engage students' intrinsic motivation by focusing on student interest, choice, exploration, collaboration, and goal-driven learning.	June 2027	Ongoing	Pending
4	Evaluate partnerships with community, industry and higher-education where co-designed, real-world, AI infused learning experiences are occurring.	June 2028	Ongoing	Pending

Metrics for Success	
Guiding principles established	
Audit of current practices and opportunities completed	



## Board/Community Message

*“We are redesigning learning so every student can think deeply, create boldly, and thrive in an AI-driven world.”*





# The Human Advantage: Preparing Students to Think, Adapt, and Lead with AI

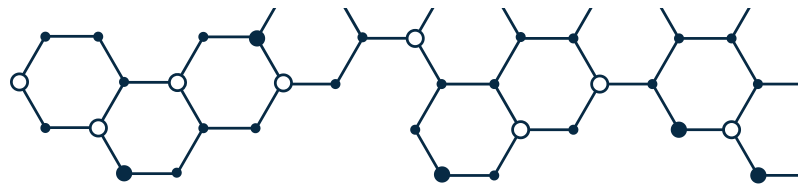
<b>Initiative Name</b>	<b>Using AI to Personalize Instruction</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	The Human Advantage: Preparing Students to Think, Adapt, and Lead with AI		
<b>Initiative Owner</b>	Anna Mahon, Mike Rizzo, Curriculum Coordinators		
<b>Initiative Summary</b>	With a focus on how AI can strengthen personalized learning and instruction in WPS, student performance data and feedback will guide teachers in using AI tools to provide more targeted, individualized instruction that promotes achievement and engagement. Student readiness, interest, and learning style will be the primary focus.		
<b>Resources Required</b>	<ul style="list-style-type: none"><li>• Access to approved AI platforms and tools for student and teacher use</li><li>• Professional time (teacher learning and application in classrooms)</li><li>• Student data</li><li>• Consultation</li></ul>		

#	Milestones	Start Date	End Date	Status
1	Develop a set of guiding principles for AI-powered personalized instruction that center on student agency, interest, readiness, and learning style, not efficiency alone.	Nov 2025	June 2026	Pending
2	Identify/develop AI tools for teachers to provide personalized instruction based on readiness, interest, or learning style. Pilot tools across grades and classrooms.	Nov 2025	Aug 2026	Pending
3	Build teacher capacity through direct training/PD to leverage AI for personalized learning that promotes engagement and understanding, ensuring technology enhances rather than replaces human interaction.	March 2026	Ongoing	Pending
4	Monitor and reflect on evolving faculty repertoire of tools and instructional practices to personalize instruction.	Sept 2026	Ongoing	Pending

Metrics for Success	
Guiding Principles developed	
AI Tools identified/developed for teachers to personalize instruction based on readiness, interest, and learning style	
Ongoing training delivered	

## Board/Community Message

*“AI will help transform personalization from aspiration to reality, empowering educators to adapt instruction to each student’s readiness, interests, and learning style so that every child can thrive, by either additional support or increased challenge.”*



<b>Initiative Name</b>	<b>Leverage AI for Early Identification and Targeted Interventions</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	The Human Advantage: Preparing Students to Think, Adapt, and Lead with AI		
<b>Initiative Owner</b>	Anna Mahon, Mike Rizzo, Natalie Carrignan, Building Principals		
<b>Initiative Summary</b>	This initiative is an unapologetic massive action plan to close pervasive and historical learning gaps across students. Use AI to strengthen the district's capacity to identify learning gaps early, individualize instruction with targeted interventions (i.e. Gen Ed, Special Ed, RtI), and monitor student growth in real time. This initiative will enhance academic performance by equipping educators with powerful tools for insight, enabling more timely, precise, and human-centered interventions in a fraction of the time.		
<b>Resources Required</b>	<ul style="list-style-type: none"> <li>• Consultation/training</li> <li>• AI powered diagnostic tool, and custom platform/GPT for interventions, progress monitoring</li> </ul>		

#	Milestones	Start Date	End Date	Status
1	Identify and pilot AI-based diagnostic, progress-monitoring, and intervention tools/platform.	Aug 2025	June 2026	Pending
2	Train teachers (gen ed, special ed, RtI) and specialists in using AI-generated reports and intervention recommendations platform.	March 2026	Aug 2026	Pending
3	Launch a pilot program for reading and math interventions informed by AI-generated reports, combining teacher-driven instruction with student-facing AI supports.	Sept 2026	June 2027	Pending
4	Evaluate pilot outcomes and refine AI algorithms for bias, accuracy, and usability.	June 2027	Aug 2027	Pending
5	Scale systemwide with integrated dashboards and reporting tools.	Sept 2027	Ongoing	Pending
Metrics for Success				
AI platform identified and piloted				
Training completed				
Pilot launched and results analyzed				
Demonstrated student growth in reading and math.				

**Board/Community Message**

*“Westport will lead a new era of educational excellence, leveraging AI to eliminate pervasive and historical learning gaps through precision, insight, and innovation, ensuring every student accelerates toward their full potential with unprecedented clarity and support.”*



# The Human Advantage: Preparing Students to Think, Adapt, and Lead with AI

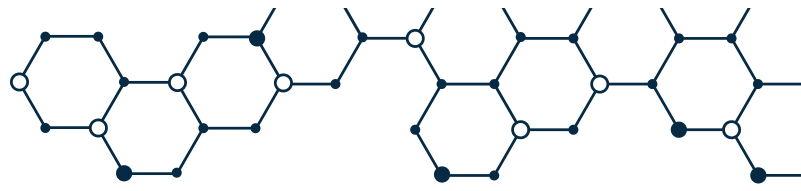
Initiative Name	Ensure Access to AI Tools	Initiative Status:	Pending
Supports Objective	The Human Advantage: Preparing Students to Think, Adapt, and Lead with AI		
Initiative Owner	Natalie Carrignan, Building Principals		
Initiative Summary	Ensure all students have access to AI tools, experiences, and learning environments that allow them to meaningfully engage with and benefit from AI-powered education.		
Resources Required	<ul style="list-style-type: none"><li>Professional time</li><li>Usage data</li><li>Hanover research study</li><li>Access to approved AI platforms and tools for student and teacher use</li></ul>		

#	Milestones	Start Date	End Date	Status
1	Evaluate current resources (devices, network, platforms) to ensure access to devices, reliable internet, and AI tools that meaningfully supports teaching and learning. Summary report completed.	Nov 2025	Aug 2026	Pending
2	Develop multi-year plan to close identified challenges and gaps. Include initial plans in FY2028 budget request in Jan 2027	Sept 2026	Dec 2026	Pending
3	Develop Student and Family Digital Resources - offer onboarding and training (multilingual guides, video tutorials, and in-personal support when needed).	June 2026	Aug 2026	Pending

Metrics for Success	
Current Resources evaluated with summary report	
Multi-year plan developed by Dec 2026	
Family digital resources developed and shared	

## Board/Community Message

*“Every student deserves the tools and opportunities to learn, create, and succeed in an AI-powered world, equal access must come with innovation.”*



<b>Initiative Name</b>	<b>Cultivate AI Excellence Through Student Competitions and Challenges</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	The Human Advantage: Preparing Students to Think, Adapt, and Lead with AI		
<b>Initiative Owner</b>	AI Competition Advisory Group (Preferably Staples Faculty Advisor) and Superintendent		
<b>Initiative Summary</b>	Encourage and support student participation in advanced AI competitions to inspire creativity, problem-solving, and ethical leadership. This initiative will build a culture of excellence and innovation, giving students authentic opportunities to apply AI knowledge to real-world challenges while developing teamwork, resilience, and global awareness.		
<b>Resources Required</b>	<ul style="list-style-type: none"> <li>• Registration fees</li> <li>• Travel costs (possible)</li> </ul>		

#	Milestones	Start Date	End Date	Status
1	Identify national and international AI competitions suitable for secondary students (e.g., Presidential AI Challenge)	Nov 2025	Aug 2026	Pending
2	Form AI Competition Advisory Group including teachers, mentors, and community experts. Develop “Pathways to AI Excellence” program.	Nov 2025	Aug 2026	Pending
3	Launch “Pathways to AI Excellence” program and promote opportunities districtwide and across the wider community.	Sept 2026	Ongoing	Pending
4	Support student teams in competition cycles, providing mentorship, access to data, and presentation coaching.	Sept 2026	Ongoing	Pending

Metrics for Success	
Student participation in at least 3 recognized AI focused competitions by 2026	
Mentorship team established with community partners, local university and industry partners.	
Westport students recognized or awarded in regional, national, or international competitions.	

**Board/Community Message**

*“We are preparing our students not only to understand the future, but to shape it. Through national AI competitions and innovation challenges, Westport students will demonstrate that when human creativity meets advanced technology, the possibilities are limitless.”*





# Inspired Teaching: Human Led, AI Empowered

## WHY IS THIS IMPORTANT?

At the heart of every classroom is the educator. No algorithm can replace the empathy, creativity, and professional judgment that define great teaching. As AI evolves, the role of the educator becomes even more essential to model curiosity, discernment, and human connection for students.

AI offers educators a powerful opportunity: it can reduce routine workload, accelerate feedback, enhance lesson design, and open doors for personalized learning. But it must always serve as a collaborative partner, not a substitute for the relationships and mentorship that make learning meaningful.

By empowering teachers, paraeducators, and administrators with the knowledge, confidence, and ethical grounding to use AI intentionally, we reinforce what matters most, human connection, critical thinking, and creativity. In a district as high-achieving as Westport, this balance ensures that innovation enhances teaching rather than overwhelming it.

In short, AI will never replace educators, but educators who skillfully use AI will redefine what is possible for students.

## WHAT ARE WE GOING TO ACCOMPLISH?

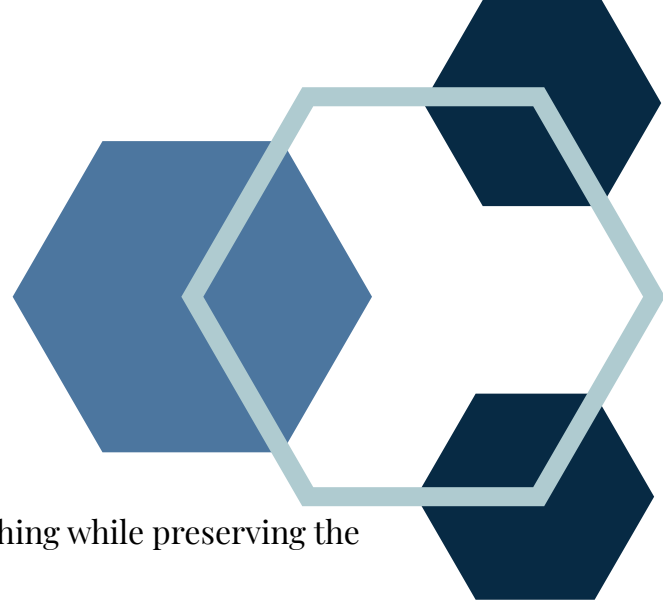
We will cultivate a professional culture where every educator is equipped to understand and apply AI tools and principles to enhance instruction, personalize learning, and support student wellbeing.

Through this strategic objective, Westport Public Schools will:

- Develop a districtwide AI Literacy Framework for educators.
- Provide ongoing, hands-on professional learning focused on practical classroom applications.
- Reimagine instructional design and assessment with AI as a creative thought partner.
- Free teachers from administrative burden, reclaiming time for human connection.
- Position educators as models of media literacy, ethical judgment, and innovation for students.

Educators will be both learners and leaders in this transformation, guiding students to become thoughtful Collaborators, Communicators, Critical Thinkers, and Creators so that they become Contributing Citizens in an AI-powered world.





## HOW WILL WE ACCOMPLISH THIS?

We will pursue five interconnected initiatives that elevate teaching while preserving the humanity of education:

1. Human First – Protect and prioritize the human connection in teaching by using AI to amplify, not replace, authentic relationships and creativity.
2. AI-Supported Instructional Design – Leverage AI as a creative thought partner to improve lesson planning, feedback, and assessment, supporting higher-order thinking and originality.
3. Reclaiming Teaching Time – Use AI to automate administrative tasks, enabling educators to focus their energy on instruction, student engagement, and professional growth and provide more time for human to human interaction in the classroom.
4. Develop Educator AI Literacy and Student AI Literacy Curriculum – Ensure all educators have the knowledge and confidence to evaluate, use, and teach about AI responsibly and ethically, fostering AI literacy and critical thinking among students.
5. Educators as Designers of Learning with AI – Empower educators through professional development and coaching to become AI Literate and creative co-designers who innovate with AI tools while maintaining pedagogical integrity.

Through these initiatives, Westport will redefine the role of the educator in an AI Powered, Human Centered learning ecosystem, where technology enhances, but never replaces, the human heart of teaching.

## INITIATIVES

- Human First
- AI-Supported Instructional Design: Rethinking Lesson Design, Assessment, and Feedback
- Reclaiming Teaching Time
- Develop Educator AI Literacy and Student AI Literacy Curriculum
- Educators as Designers of Learning with AI



# Inspired Teaching: Human Led, AI Empowered

## Action Steps

### **1. Develop a Comprehensive AI Literacy Framework for Educators: Practical Applications, Preserving Human Connection**

- Create a clear, districtwide framework outlining the skills and knowledge educators need to use AI effectively and responsibly, and to maintain human-centered priority.
- Provide introductory and advanced training modules for staff at all levels.
- Integrate AI ethics and bias awareness into all professional development programming.
- Audit curriculum screen time (Strategic Objective #2 “The Human Advantage”)

### **2. Reimagine Lesson Design and Feedback with AI**

- Pilot AI-supported lesson planning, differentiation, and feedback strategies.
- Build a districtwide resource hub with vetted prompts, exemplar lessons, and design templates.
- Host local professional learning communities (i.e. PLCs, department, grade level meetings, etc) focused on AI-supported instructional innovation.

### **3. Reclaim Teaching Time through Thoughtful Automation**

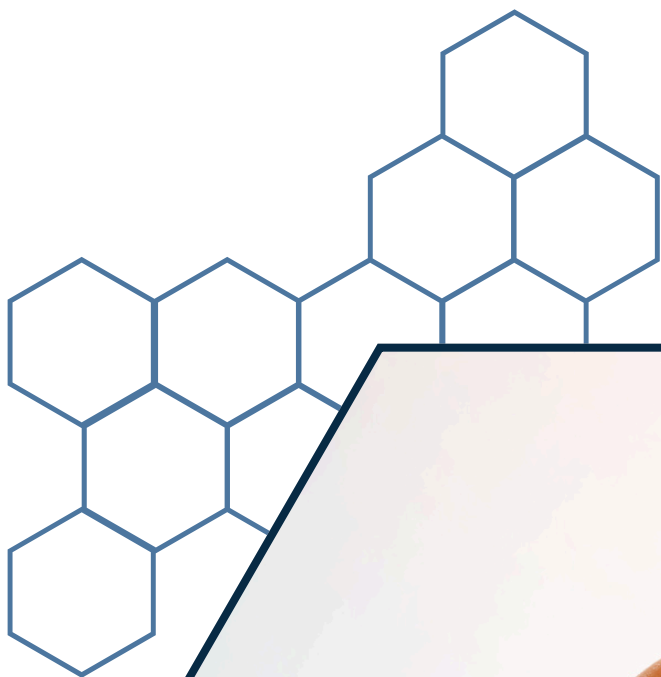
- Identify and automate time-intensive administrative tasks (e.g., data entry, communication templates, meeting notes).
- Provide educators with tools and training to streamline workflow and reduce non-instructional burdens.
- Monitor workload impact and use reclaimed time to enhance collaboration and creativity.

### **4. Empower Educators as AI Designers and Leaders**

- Offer micro-credentials and PD pathways recognizing teacher innovation with AI.
- Support educators in experimenting with co-designed lessons and sharing model practices.
- Establish a mentorship and coaching model for educators implementing AI in their classrooms.

### **5. Embed Continuous Improvement and Reflection**

- Gather teacher feedback through surveys and focus groups to refine AI integration practices.
- Conduct annual reviews to assess impact on teacher effectiveness, student engagement, and professional satisfaction.
- Share outcomes and exemplars to celebrate growth, innovation, and leadership across the district.





# Inspired Teaching: Human Led, AI Empowered

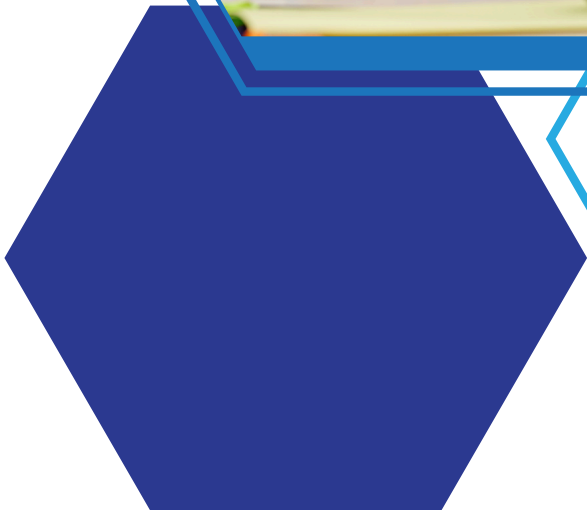
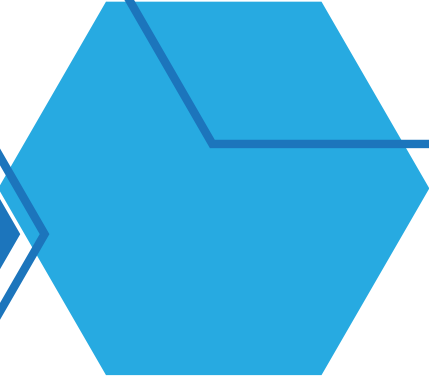
<b>Initiative Name</b>	<b>AI Literacy Framework for Educators: Practical Applications, Preserving Human Connection</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	Inspired Teaching: Human Led, AI Empowered		
<b>Initiative Owner</b>	Anna Mahon & Leadership Team		
<b>Initiative Summary</b>	Human connection is essential for engagement and deep learning. This initiative ensures that AI serves as a thought partner that enhances teachers' capacity to design meaningful, human-centered learning experiences. By automating routine tasks, AI frees educators to focus on creativity, mentorship, and authentic interaction, resulting in less screen time and richer classroom dialogue.		
<b>Resources Required</b>	<ul style="list-style-type: none"> <li>• Faculty time</li> <li>• Training</li> <li>• Resource hub</li> <li>• Survey tools (i.e., Hanover)</li> </ul>		

#	Milestones	Start Date	End Date	Status
1	Provide human-centered teaching support by instructional coaches and ITL staff to achieve balance between using AI and human-to-human connection. Training on district AI Code of Ethics.	Nov 2025	Ongoing	Pending
2	Build capacity with certified faculty by sharing effective, practical AI applications during faculty/department/grade level/team meetings.	Nov 2025	Ongoing	Pending
3	Provide opportunities for Teacher Feedback through surveys and formal focus groups on AI use.	Sept 2026	Dec 2026	Pending
4	Audit current curriculum required screen time and overall school student screen time usage (In conjunction with Strategic Objective #2)	Nov 2025	June 2026	Pending
5	Analyze results of teacher feedback and student screen time audit to develop responsive plan for next level of district wide professional growth	Jan 2027	Aug 2027	Pending

Metrics for Success	
100% of schools incorporate human-centered AI support training sessions (PD, faculty/department/grade level meetings).	
Administer staff feedback and student screen time audit, responsive plan developed	
Positive teacher sentiment about AI's role in preserving meaningful connections in staff feedback survey	

## Board/Community Message

*"AI should make teaching more human, not less. We are using technology to amplify creativity, connection, and critical thought, keeping educators at the heart of learning."*



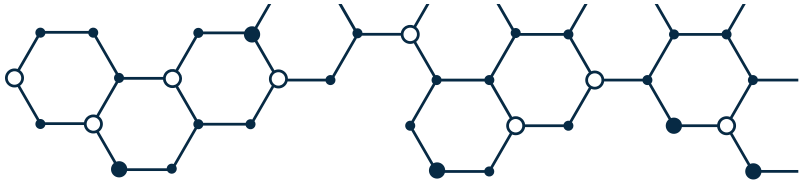




# Inspired Teaching: Human Led, AI Empowered

<b>Initiative Name</b>	<b>AI-Supported Instructional Design: Rethinking Lesson Design, Assessment, and Feedback</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	Inspired Teaching: Human Led, AI Empowered		
<b>Initiative Owner</b>	Anna Mahon & Natalie Carrignan		
<b>Initiative Summary</b>	This initiative empowers educators to collaborate with AI as a design partner in lesson planning, feedback, and assessment. Teachers will use AI to differentiate instruction, streamline grading, and design experiences that promote deeper critical thinking and reflection. The goal: authentic, ethical, and innovative learning experiences for every student.		
<b>Resources Required</b>	<ul style="list-style-type: none"> <li>• Faculty time and training</li> <li>• Resource hub with sample prompt libraries, lesson plans, and activities</li> <li>• Funding for workshops, potential speakers, or expert consultants</li> <li>• Student data platform (i.e., Educlimber)</li> </ul>		

#	Milestones	Start Date	End Date	Status
1	Pilot AI Tools in Lesson Planning and Assessment (Volunteer Classrooms). (CSDE Pilot)	Feb 2025	June 2025	Completed
2	Intentional sharing of practical AI applications during PLCs (i.e. faculty/department/grade level meetings).	Nov 2025	Ongoing	Pending
3	Conduct baseline PD (e.g., AI as Co-Designer, Students as Critical Thinkers, etc). Ensure all faculty have baseline training.	Nov 2025	June 2026	Pending
4	Provide opportunities for teacher feedback (i.e. surveys, discussions) to improve implementation of AI assisted instructional planning and lesson implementation tools. Develop responsive ongoing plan.	June 2026	Ongoing	Pending
5	Create Shared Resource Hub (i.e., AI assisted Lesson Templates, Feedback Prompts, Curriculum Tools, Assessment Tools).	Mar 2026	Ongoing	Pending
6	Build an AI custom chatbot to serve educators staff in planning, instructional design, curriculum unit planning, personalization, assessment, feedback, etc.	Jul 2026	Nov 2026	Pending
7	Showcase educator practice using AI tools to redesign lessons, assessments, feedback systems, and encourage student critical thinking and inquiry at faculty/department/grade level meetings.	Nov 2025	Ongoing	Pending
8	Host Westport Learns with specific focus on integration and effective use of AI (cross reference to other strategic objectives)	Sept 2026	June 2027	Pending



Metrics for Success	
100% of departments have access to shared AI design hub.	
Chatbot developed and implemented (local development or commercial “data privacy approved” tool	
Baseline PD delivered and responsive plan developed for next level	
Annual Westport Learns participation at each school.	

**Board/Community Message**

*“AI is helping our teachers rethink what’s possible, from lesson design to assessment, ensuring every student experiences learning that is rigorous, creative, and deeply human.”*







# Inspired Teaching: Human Led, AI Empowered

<b>Initiative Name</b>	<b>Reclaiming Teaching Time</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	Inspired Teaching: Human Led, AI Empowered		
<b>Initiative Owner</b>	District Administration, Natalie Carrignan		
<b>Initiative Summary</b>	AI can reduce administrative burden so teachers can focus more on instruction and relationships. This initiative identifies the most time-intensive tasks and pilots automation where appropriate, improving efficiency, accuracy, and overall performance.		
<b>Resources Required</b>	<ul style="list-style-type: none"> <li>• Budget for software licenses and integrations</li> <li>• Instructional coaching staff</li> <li>• Time and training</li> <li>• Hanover Research</li> </ul>		

#	Milestones	Start Date	End Date	Status
1	Conduct study with Hanover Research: identify and benchmark current administrative workload by task type, volume, time, cost, and high-burden areas most suitable for AI automation. (Cross reference to Strategic Objective #5 Smarter Schools)	Jan 2026	June 2026	Pending
2	Using study results, define which tasks can be automated or completed more efficiently with AI tools. Develop pilot for task automation.	June 2026	Sept 2026	Pending
3	Implement pilots for task automation based on study results, including general education, special education IEP process and RtI identification/intervention process	Sept 2026	June 2027	Pending
4	Scale training for educators and staff on AI task automation	Sept 2027	Ongoing	Pending

Metrics for Success	
AI task automation study conducted	
Task Automation pilot developed and implemented	
Deliver training to all staff on AI task automation tools/platforms	

## Board/Community Message

*“We’re using AI to give teachers time back, time to connect, to innovate, and to focus on what truly matters: teaching and learning.”*



<b>Initiative Name</b>	<b>Develop Educator AI Literacy</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	Inspired Teaching: Human Led, AI Empowered		
<b>Initiative Owner</b>	Anna Mahon, Mike Rizzo, & Natalie Carrignan (ITL Dept Coordinator)		
<b>Initiative Summary</b>	AI Literacy — a vital subset of media literacy — equips educators to evaluate and teach about AI responsibly. This initiative builds a districtwide foundation of knowledge so that educators can identify bias, detect misinformation, and model ethical AI use for students.		
<b>Resources Required</b>	<ul style="list-style-type: none"> <li>• Training</li> <li>• Faculty time</li> <li>• External expertise and established AI Literacy materials</li> <li>• Survey tools</li> </ul>		

#	Milestones	Start Date	End Date	Status
1	Form a curriculum group on AI Literacy (including subject-specific teachers, curriculum leaders, ITL department, and instructional coaches, etc.) and define a district-wide AI literacy framework and scope and sequence.	Fall - Winter 2025/26	June 2026	Pending
2	Conduct a comprehensive audit (Hanover) of our K-12 curriculum to identify opportunities to integrate AI literacy across all subjects and identify vulnerable assignments.	Fall 2025	June 2026	Pending
3	Instructional coaches and ITL department push-in support with lessons involving AI.	Fall 2025	October 2026	Ongoing
4	Educators will embed AI Literacy into classroom instruction and assignments.	Spring 2025	June 2027	Ongoing

Metrics for Success	
AI Literacy framework established and embedded in curriculum by 2026.	
90% of teachers report confidence in identifying AI bias and misinformation.	
Observable integration of AI Literacy lessons across subjects.	

**Board/Community Message**

*“We are ensuring every educator understands how AI works and how to use it wisely — modeling critical thinking and integrity for our students.”*



# Inspired Teaching: Human Led, AI Empowered

<b>Initiative Name</b>	<b>Educators as Designers of Learning with AI</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	Inspired Teaching: Human Led, AI Empowered		
<b>Initiative Owner</b>	Anna Mahon, Mike Rizzo, John Bayers & John Deluca		
<b>Initiative Summary</b>	Educators will transition from AI users to creative co-designers, empowered through ongoing professional development and coaching. This three-tiered model builds AI fluency, ethical judgment, and design confidence, enabling teachers to integrate AI into instruction with purpose and creativity.		
<b>Resources Required</b>	<ul style="list-style-type: none"> <li>Funding for stipends and sub coverage</li> <li>Time blocks for workshops</li> <li>WPS AI integration coaches (operations)</li> <li>External partnerships (universities, edtech organizations)</li> <li>Access to vetted AI tools</li> </ul>		

#	Milestones	Start Date	End Date	Status
1	Offer micro-credential to early adopter educators.	Sept 2024	June 2025	Completed
2	The WPS Professional Development Committee (PDEC) will identify goals for Educators AI literacy using established frameworks (such as Blooms & TPACK). PDEC will support trained staff to design and deliver appropriate AI PD experiences.	Nov 2025	June 2026	Pending
3	K-12 Educators and admin will participate in AI professional training, specifically relating to using AI to personalize and differentiate instruction.	Sept 2026	June 2027	Pending
4	Embed classroom experiences with coaching/reflection.	Sept 2026	June 2027	Pending
5	Administer annual professional development review/report and feedback survey.	June 2027	Summer 2027	Pending

Metrics for Success	
100% of educators complete AI literacy training.	
85% demonstrate growth in AI-integrated instructional design (survey or rubric).	
Documented teacher-led innovations shared districtwide.	

## Board/Community Message

*“Our teachers are not just using AI — they’re designing the future of learning with it. This initiative celebrates their leadership, creativity, and professionalism.”*





# **Future Ready: Shaping a Thoughtful, Adaptive and Empowered Community**

## **WHY IS THIS IMPORTANT?**

The rapid emergence of Artificial Intelligence has accelerated change in ways that demand both vision and adaptability. The release of large language models (LLMs) like ChatGPT was not a sudden revolution, but rather the visible outcome of decades of steady technological evolution. This moment marks not a passing trend, but a permanent transformation in how knowledge, work, and creativity are expressed.

For Westport Public Schools, this is an opportunity to lead. “Future Proofing” is not about predicting the unknown, it’s about designing a system that can continuously learn, adapt, and evolve. By cultivating organizational foresight, developing systems that scan for change, and ensuring our community has the skills to navigate it, we build a district that is resilient, nimble, and purpose-driven.

In an AI Powered, Human Centered world, adaptability is no longer optional, it is possibly the defining human skill. But adaptability alone is not enough. To thrive amid continuous change, Westport must become a culture of strategic inquiry, one that asks the right questions before rushing to answers, studies patterns before reacting to them, and uses evidence, ethics, and imagination to chart the path ahead.

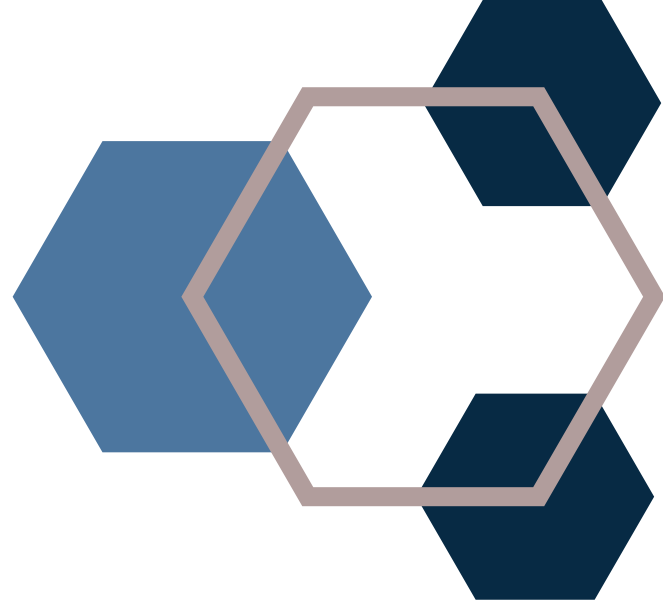
Our responsibility is to prepare staff and students not only to respond to change, but to anticipate, interpret, and shape it, holding fast to the timeless values that define education and community even as we evolve toward what’s next.

## **WHAT ARE WE GOING TO ACCOMPLISH?**

Our strategic objective is to ensure Westport Public Schools remain future ready by creating systems and mindsets that anticipate and embrace change rather than react to it. We will:

- Establish a district AI Trends Group to continuously monitor emerging technologies and their implications for education.
- Develop a culture of strategic inquiry that empowers educators and leaders to evaluate new technologies through a human-centered, ethical lens.
- Equip students and staff with the skills and adaptability to thrive amid technological disruption.
- Lead the national conversation on how schools can evolve responsibly and proactively.

By embedding adaptability into our culture and structures, we ensure that our district remains at the forefront of educational innovation — responsive, resilient, and aligned with our values.



## HOW WILL WE ACCOMPLISH THIS?

Our work will unfold through five coordinated initiatives:

- 1.1. Establish an AI Trends Group – Convene a cross-functional think tank of staff and community experts to track emerging AI tools and trends, both within and beyond education.
- 2.2. Analyze Past AI Trends – Research the evolution of AI over the past 70 years to contextualize where the field has been and where it's headed.
- 3.3. Future-Proof District AI Tools – Evaluate current and emerging tools to ensure they reflect long-term, sustainable innovations rather than short-term fads.
- 4.4. Develop a Culture of Strategic Inquiry – Create systems and routines that encourage continuous questioning, ethical evaluation, and purposeful integration of technology.
- 5.5. Cultivate Lifelong Adaptability – Provide ongoing professional learning and student opportunities that foster flexibility, creativity, and resilience.

## INITIATIVES

- Establish an AI Trends Group
- Analyze Past AI Trends
- Future-Proof District AI Tools
- A Culture of Strategic Inquiry
- Cultivate Lifelong Adaptability





# Future Ready: Shaping a Thoughtful, Adaptive and Empowered Community

## Action Steps

### 1. Establish the AI Trends Group

- Identify and appoint district and community representatives with expertise in AI, technology, policy, and education.
- Define the group's charge, meeting cadence, and annual deliverables.
- Produce quarterly reports summarizing key trends, implications, and recommendations for district leadership.
- Create communication channels to share findings with staff and families.

### 2. Analyze and Learn from Past AI Trends

- Prepare a "History of AI in Education" white paper summarizing major milestones and lessons learned.
- Highlight how previous innovations shaped current practice and inform future adoption.
- Use findings to guide decision-making for new investments and strategic directions.

### 3. Future-Proof District AI Tools

- Audit all AI tools currently in use across schools and departments.
- Develop evaluation criteria to assess durability, transparency, safety, and ethical design.
- Replace or phase out short-lived or redundant tools with those offering sustainable, scalable value.
- Maintain a district AI tools registry with clear vetting and review cycles.

### 4. Build a Culture of Strategic Inquiry

- Train district leaders, principals, and staff in systems thinking, ethical decision-making, and strategic foresight.
- Embed "AI implications" questions into all major policy, budget, and curriculum discussions.
- Implement an annual "Westport Learns" professional development delivered by WPS faculty only at each school share teacher and student learning about emerging technologies and innovative pedagogy.
- Encourage classroom-based research and reflection on how AI affects teaching, learning, and wellbeing.

### 5. Cultivate Lifelong Adaptability

- Embed adaptability, digital literacy, and ethical reasoning into professional learning and curriculum design.
- Assess the District against a Future Ready Index





## Future Ready: Shaping a Thoughtful, Adaptive and Empowered Community

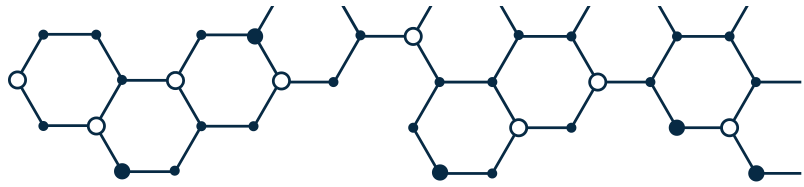
<b>Initiative Name</b>	<b>Establish an AI Trends Group</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	Future Ready: Designing a Culture that Learns, Adapts, and Leads		
<b>Initiative Owner</b>	District Administration, Technology Director, Member of Faculty to Co-Lead		
<b>Initiative Summary</b>	Convene a districtwide think tank composed of educators, administrators, and community members to monitor emerging AI technologies and identify their potential impact on education, curriculum, and operations.		
<b>Resources Required</b>	<ul style="list-style-type: none"> <li>• Peer districts that have a system in place.</li> <li>• Community Experts</li> <li>• District website to host our AI Portal, policies, resources</li> <li>• Subscriptions to AI journals, publications, guest speakers</li> <li>• Funding to attend symposia / conferences for key group members</li> </ul>		

#	Milestones	Start Date	End Date	Status
1	Form the community/schools partnership "AI Trends Group" and define its purpose.	Jan 2026	March 2026	Pending
2	Host first AI Trends Group Meeting	March 2026	March 2026	Pending
3	Produce quarterly AI Trend Reports for district leadership (video archive, summary).	March 2026	Ongoing	Pending

Metrics for Success	
AI Trends Group established and operational by March 2026.	
At least three reports produced annually beginning in 2026/2027 school year.	
Positive feedback from leadership and community stakeholders (post meeting survey).	

### Board/Community Message

*"We are leading with foresight, ensuring that as technology evolves, Westport remains informed, proactive, and prepared."*



Initiative Name	Analyze Past AI Trends	Initiative Status:	Pending
Supports Objective	Future Ready: Designing a Culture that Learns, Adapts, and Leads		
Initiative Owner	AI Trends Group Leadership/Faculty Members		
Initiative Summary	Examine the evolution of artificial intelligence over the past seven decades to understand historical patterns and apply these insights to modern educational decision-making.		
Resources Required	<ul style="list-style-type: none"><li>• All of or a subcommittee of the AI trends group</li><li>• Access to books and journal articles</li><li>• Outside speaker/consultant with expertise</li></ul>		

#	Milestones	Start Date	End Date	Status
1	Complete literature review on historical AI development.	Jan 2025	June 2026	Pending
2	Publish white paper and hold community presentation.	Summer 2026	Nov 2026	Pending

Metrics for Success	
White paper published and shared districtwide.	
At least 100 participants in community presentation.	
Staff report increased awareness of AI history and trajectory.	

**Board/Community Message**  
*“Understanding where AI has come from helps us navigate where it is going, with confidence and perspective.”*



## Future Ready: Shaping a Thoughtful, Adaptive and Empowered Community

<b>Initiative Name</b>	<b>Future-Proof District AI Tools</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	Future Ready: Designing a Culture that Learns, Adapts, and Leads		
<b>Initiative Owner</b>	District Administration and Technology Director		
<b>Initiative Summary</b>	Evaluate current and future AI tools to ensure alignment with district priorities, longevity, and ethical best practices.		
<b>Resources Required</b>	<ul style="list-style-type: none"> <li>All or a subcommittee of the AI Trends Group</li> <li>PD opportunities with experts and/or early adopters of AI</li> </ul>		

#	Milestones	Start Date	End Date	Status
1	Conduct districtwide AI instructional tool inventory.	Nov 2025	June 2026	Pending
2	Develop evaluation rubric and review process of AI instructional tools.	June 2026	Sept 2026	Pending
3	Publish annual "Approved AI Tools" registry.	Sept 2026	Sept 2026	Pending

Metrics for Success	
All AI tools vetted using district criteria.	
Annual updates to district AI registry.	

### Board/Community Message

*"We're ensuring every AI tool in our schools is purposeful, ethical, and sustainable, supporting innovation with integrity."*



Initiative Name	Develop a Culture of Strategic Inquiry	Initiative Status:	Pending
Supports Objective	Future Ready: Designing a Culture that Learns, Adapts, and Leads		
Initiative Owner	District Administration, Technology Director		
Initiative Summary	Establish an environment where continuous learning, reflection, and evaluation of AI's educational role become embedded in district culture.		
Resources Required	<ul style="list-style-type: none"> <li>All or a subcommittee of the AI Trends Group</li> <li>PD opportunities with experts</li> </ul>		

#	Milestones	Start Date	End Date	Status
1	Develop leadership training on AI foresight and ethical decision-making.	Nov 2025	June 2026	Pending
2	Host first annual Westport Learns (cross reference to other strategic objectives)	Fall 2026	Ongoing	In Progress

Metrics for Success	
Develop leadership training on AI foresight and ethical decision-making.	
Annual Westport Learns participation at each school.	

**Board/Community Message**

*“We are building a culture that questions, learns, and leads, ensuring innovation always aligns with our human-centered mission.”*





## Future Ready: Shaping a Thoughtful, Adaptive and Empowered Community

<b>Initiative Name</b>	<b>Cultivate Lifelong Adaptability</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	Future Ready: Designing a Culture that Learns, Adapts, and Leads		
<b>Initiative Owner</b>	District Administration, Technology Director		
<b>Initiative Summary</b>	Prepare students and staff to thrive in a constantly changing world by embedding adaptability, ethical reasoning, and creative problem-solving into learning. Benchmark district to a “Future Ready Index” to establish baseline and future ready goals.		
<b>Resources Required</b>	<ul style="list-style-type: none"> <li>Time and funding for professional development</li> <li>Time for individual experimentation as well as collaboration across departments and disciplines</li> <li>Funding for research initiative (i.e. Future Ready Index), newsletter platform, and distribution</li> </ul>		

#	Milestones	Start Date	End Date	Status
1	Design “Future Ready Index” or identify current tool available.	June 2026	Sept 2026	Pending
2	Compare performance on “Future Ready Index” to benchmarks, identify gaps	Sept 2026	June 2027	Pending
3	Develop and implement long term plan to close gaps	June 2027	Ongoing	Pending

Metrics for Success	
Future Ready Index developed and implemented districtwide.	
90% of staff and students report confidence in adapting to new technologies.	

### Board/Community Message

*“Adaptability is the new literacy. We’re preparing students and staff not just to face change, but to shape it.”*





# **Smarter Schools: Time Reclaimed, Performance Improved, Learning Empowered**

## **WHY IS THIS IMPORTANT?**

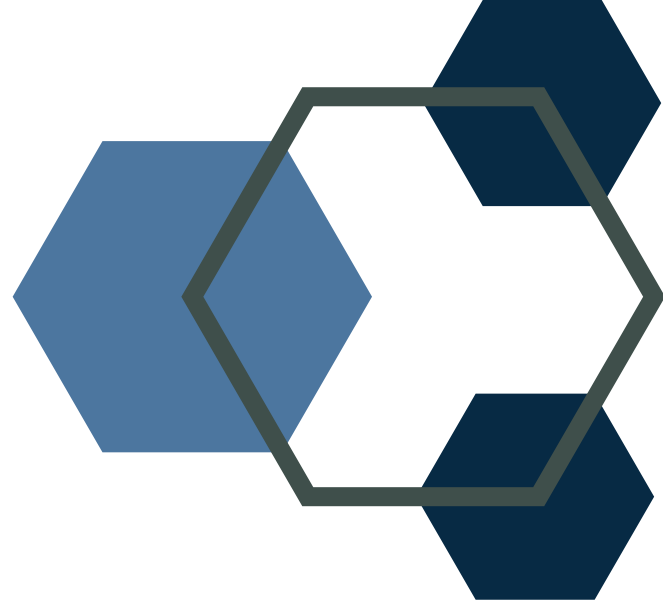
Our schools run on people, not paperwork. Yet every day, teachers, principals, clerical staff, support staff, and district leaders spend countless hours on repetitive tasks and communication overload. This drains energy from teaching, learning, and human connection, the very things that matter most. At the same time, families are inundated with messages while expecting rapid, responsive communication and accountability. If we do not address these challenges, we risk staff burnout, inefficiencies in service, and missed opportunities to reinvest time and resources where they belong: in our students. Operational efficiency is not about cutting corners, it is about reclaiming time, strengthening trust, and building a system that runs smarter for everyone.

## **WHAT ARE WE GOING TO ACCOMPLISH?**

We will position Westport Public Schools as a national model “Smart District” within three years. This means:

- Reclaiming time for staff, leaders, and back-office functions so they can focus on higher-value work.
- Improving the accuracy, foresight, and responsiveness of district operations.
- Strengthening fiscal responsibility by forecasting and managing resources more effectively.
- Delivering clear, efficient, and inspiring communication that reduces noise and celebrates our story.
- Integrating operations into a unified system that is agile, transparent, and continuously improving.

By the end of this plan, Westport will not only be running more efficiently and transparently, but it will also be leading nationally as an exemplar of human-centered AI integration in public education.



## HOW WILL WE ACCOMPLISH THIS?

We will move through a six-part sequence:

- 1.Listen First: Conduct a district-wide time study and engagement process to identify the most significant time drains across all staff roles.
- 2.Map Opportunities: Translate those pain points into a roadmap of AI and automation solutions, prioritized for feasibility, impact, and staff validation.
- 3.Pilot with Staff Partnership: Test solutions in small, targeted pilots co-designed with the people who do the work, measuring results and building trust before scaling.
- 4.Ensure Fiscal Stewardship: Use AI forecasting, procurement analysis, and reporting automation to save time and money while strengthening accountability.
- 5.Integrate Systems: Connect HR, finance, facilities, transportation, communications, and teaching operations into a cohesive Smart District framework with real-time dashboards.
- 6.Transform Communication: Streamline and personalize communication to reduce noise, implement rapid-response protocols, and consistently highlight student and staff success stories.

Through these steps, we will reclaim time, improve performance, and reinvest every gain into teaching, learning, and human connection...the heart of Westport Public Schools.

## INITIATIVES

- Time Study & Staff Voice
- Efficiency Opportunity Mapping
- Pilot Design with Staff Partnership
- Fiscal Forecasting & Transparency
- Smart District Integration
- Communication Excellence



# Smarter Schools: Time Reclaimed, Performance Improved, Learning Empowered

## Action Steps

### 1. Conduct a Districtwide Time Study to Elevate Staff Voice and Reclaim Time

- Launch surveys, focus groups, and workflow observations across all staff groups to identify where time is lost and stress is created.
- Ensure broad representation from every role and level so hidden inefficiencies and daily pain points are surfaced.
- Analyze findings to produce a district “Top 10 Time Drains” heat map highlighting both systemwide and role-specific challenges.
- Share results transparently with staff and the Board, communicating: *“You told us where time is lost, now we’ll focus AI and automation here first.”*

### 2. Map Efficiency Opportunities to Target AI Solutions Where They Matter Most

- Match identified time drains with potential AI or automation tools, exploring a range of solutions from simple process automation to advanced predictive systems.
- Evaluate each opportunity for readiness, cost, risk, and return on investment prioritizing low-risk, high-value pilots.
- Engage representative staff groups to validate and prioritize opportunities with the greatest day-to-day impact.
- Develop a clear Efficiency Roadmap outlining:
  - Quick Wins – high-impact, ready-to-launch solutions.
  - Medium-Term Projects – moderate system changes with strong returns.
  - Long-Term Innovations – transformative opportunities requiring deeper development.

### 3. Co-Design and Test AI Solutions Through Targeted Staff Pilots

- Select 2–3 high-value, low-risk opportunities from the Efficiency Roadmap that address visible time drains and have strong staff interest.
- Form staff-led pilot teams, peer-based for department-specific work and cross-role for systemwide projects, ensuring solutions reduce, not shift, workload.
- Define clear success metrics for each pilot, including both quantitative (hours saved, error reduction) and qualitative (staff satisfaction, stress reduction) outcomes.
- Launch pilots in a limited, supported scope with training, feedback channels, and ongoing monitoring.
- Evaluate outcomes collaboratively and make data-informed decisions to Scale, Revise, or Sunset each pilot based on results and staff feedback.

### 4. Use AI to Strengthen Fiscal Forecasting, Efficiency, and Transparency

- Deploy predictive analytics to model multi-year enrollment, staffing, and expenditure trends, supporting proactive and informed budget planning.
- Analyze procurement data to identify cost-saving opportunities, bulk purchasing advantages, and potential inefficiencies before spending occurs.
- Automate state, federal, and internal financial reporting to reduce staff workload, minimize errors, and standardize financial dashboards for clarity and accuracy.
- Enhance fiscal transparency through public-facing dashboards that clearly show how efficiencies and savings are reinvested into teaching, learning, and human-centered priorities.



## **5. Build an Integrated “Smart District” System That Connects People, Data, and Purpose**

- Define the Smart District Framework, an integrated system that reclaims time, improves performance, and reinvests gains into teaching, learning, and staff wellbeing, guided by principles of human oversight, data security, and accessibility.
- Integrate siloed operations (HR, finance, facilities, transportation, communications) into a cohesive, AI-powered platform that ensures seamless data flow and a single source of truth for district decision-making.
- Develop a Smart District Dashboard tracking time savings, performance gains, fiscal stewardship, and reinvestment in student-centered priorities, with versions for leadership, the Board, and the community.
- Establish continuous learning cycles that use real-time data to refine systems and sustain ongoing improvement across departments.
- Share Westport’s Smart District model nationally through conferences, publications, and collaborations — positioning the district as a leader in AI Powered, Human Centered innovation in public education.

## **6. Strengthen Communication Through Clarity, Personalization, and Proactive Storytelling**

- Streamline communication channels by auditing current platforms, eliminating redundancy, and clearly defining which tools serve which audiences and purposes.
- Personalize messaging using AI tools that filter and target information, ensuring families receive only relevant updates and staff receive prioritized, actionable communications.
- Introduce AI-powered support tools (e.g., chatbots and dynamic FAQs) to handle routine inquiries, reducing the administrative burden on school offices.
- Elevate proactive storytelling with AI-assisted drafting for newsletters, press releases, and social media updates, celebrating student and staff success consistently and authentically.
- Implement a rapid response protocol that pairs AI-enabled monitoring with human oversight to ensure timely, accurate, and coordinated communication during urgent or high-visibility situations.





## Smarter Schools: Time Reclaimed, Performance Improved, Learning Empowered

<b>Initiative Name</b>	<b>Time Study &amp; Staff Voice</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	Smarter Schools: Time Reclaimed, Performance Improved, Learning Empowered		
<b>Initiative Owner</b>	District Administration		
<b>Initiative Summary</b>	This initiative begins with listening. Through surveys, focus groups, and workflow observations, Westport will capture where time is being lost across every role in the district, from classrooms to offices, transportation and facilities. By grounding the work in staff voice, the district will identify a clear, evidence-based picture of the most significant time drains. This transparent process builds trust and ensures that any future AI or automation efforts are targeted where they will have the greatest impact, relieving pressure points and giving time back to people.		
<b>Resources Required</b>	Meeting Time Survey/Focus Groups Analysis		

#	Milestones	Start Date	End Date	Status
1	Design and launch surveys/focus groups.	Nov 2025	June 2026	Pending
2	Complete workflow observations and data collection.	June 2026	Aug 2026	Pending
3	Publish "Top 10 Time Drains Heat Map."	Aug 2026	Aug 2026	Pending
4	Present findings to Board, staff, and community; identify 2-3 pilot areas for Initiative 2.	Sept 2026	Oct 2026	Pending

Metrics for Success	
<b>Participation Rate:</b> At least 70% of staff participate in survey/focus groups.	
<b>Clarity:</b> Minimum of 10 clearly documented, high-value time drains identified.	
<b>Trust:</b> Positive staff feedback that the process reflected their voice (measured via short follow-up pulse survey).	

### Board/Community Message

*"We are starting with listening. Before applying AI, we are mapping where time is lost and validating this with the people closest to the work. This ensures our efforts are comprehensive, inclusive of all roles, and targeted where they will have the greatest impact."*



Initiative Name	Efficiency Opportunity Mapping	Initiative Status:	Pending
Supports Objective	Smarter Schools: Time Reclaimed, Performance Improved, Learning Empowered		
Initiative Owner	District Administration		
Initiative Summary	Once time drains are identified, the next step is to translate them into opportunities. This initiative creates a roadmap by matching the district’s biggest operational challenges with practical AI and automation solutions. Each opportunity will be assessed for its feasibility, cost, risk, and potential impact. Staff feedback will guide prioritization, ensuring the roadmap reflects real needs and opportunities. The result will be a living blueprint of quick wins, medium-term projects, and long-term innovations that position Westport to act strategically rather than reactively.		
Resources Required	Time, Consultancy		

#	Milestones	Start Date	End Date	Status
1	Begin matching solutions to time drains after heat map is published.	Sept 2026	Dec 2026	Pending
2	Conduct feasibility and risk analysis; staff input sessions on priorities.	Jan 2026	March 2026	Pending
3	Publish and present the Operational Efficiency Opportunity Roadmap to Board, staff, and community.	April 2026	June 2026	Pending

Metrics for Success	
<b>Coverage:</b> Every item on the Top 10 Time Drains list has at least one possible AI/automation solution identified.	
<b>Prioritization:</b> Clear categorization into quick wins, medium-term projects, and long-term innovations.	
<b>Staff Validation:</b> 70% of staff surveyed agree the prioritized opportunities reflect their needs.	
<b>Clarity:</b> Roadmap is concise, actionable, and endorsed by leadership and Board.	

**Board/Community Message**

*“We are moving from identifying time drains to charting solutions. This roadmap shows where AI and automation can have the greatest impact, which opportunities we will pursue first, and how we will proceed in a careful, staff-informed, and fiscally responsible way. It ensures that our work is targeted, realistic, and ready for pilots that deliver immediate and visible benefits.”*



## Smarter Schools: Time Reclaimed, Performance Improved, Learning Empowered

<b>Initiative Name</b>	<b>Pilot Design with Staff Partnership</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	Smarter Schools: Time Reclaimed, Performance Improved, Learning Empowered		
<b>Initiative Owner</b>	District Administration		
<b>Initiative Summary</b>	Change begins with small, visible wins. This initiative focuses on launching targeted pilots, co-designed with the staff who know the work best. For role-specific pilots, such as transportation, HR, or teaching operations, peer-only teams will shape solutions, while cross-role groups will tackle system-wide challenges like scheduling or communication. Each pilot will be rolled out in a controlled environment, with clear success metrics and strong support. By testing, learning, and refining before scaling, Westport will build confidence, demonstrate results, and show that AI is here to help, not to add burden.		
<b>Resources Required</b>	Time, Consultancy AI Tools, Custom Products		

#	Milestones	Start Date	End Date	Status
1	Select 2–3 pilot opportunities and form pilot design teams.	June 2026	Sept 2026	Pending
2	Launch pilots with clear success metrics.	Sept 2026	June 2027	Pending
3	Collect data and staff feedback; report results to Board and community.	June 2027	Sept 2027	Pending
4	Decide on expansion of successful pilots across district operations.	Sept 2027	Ongoing	Pending

Metrics for Success	
<b>Pilot Engagement:</b> 100% of pilot participants receive training and participate in evaluation.	
<b>Time Reclamation:</b> At least 10–15% reduction in hours spent on identified tasks within pilot areas.	
<b>Staff Satisfaction:</b> Majority of pilot participants report the tool reduced workload and stress.	
<b>Decision Clarity:</b> Each pilot results in a clear, data-informed decision to scale, revise, or stop.	

### Board/Community Message

*“Through focused, staff-led pilots, Westport is building a smarter, more human-centered school system, one that uses AI to reclaim time, elevate performance, and empower educators to focus on what matters most: teaching, learning, and connection”*



<b>Initiative Name</b>	<b>Fiscal Forecasting &amp; Transparency</b>	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	Smarter Schools: Time Reclaimed, Performance Improved, Learning Empowered		
<b>Initiative Owner</b>	Elio Longo, CFO, John Bayers, Assistant Superintendent		
<b>Initiative Summary</b>	Efficiency is also about stewardship. This initiative leverages AI to strengthen the district's financial foresight and accountability. Predictive tools will help project enrollment, staffing, and expenditures with greater accuracy, while procurement analysis will uncover savings opportunities before dollars are spent. Automated reporting will reduce staff time and errors, and user-friendly dashboards will make financial data accessible for leaders, the Board, and the community. By tying reclaimed resources directly to reinvestments in students and staff, Westport will demonstrate both fiscal responsibility and the power of running smarter.		
<b>Resources Needed</b>	AI Tools/Custom Products		

#	Milestones	Start Date	End Date	Status
1	Develop/identify AI tools to support and drive forecasting pilot for enrollment projections, staffing projections, and expenditures	June 2026	Dec 2026	Pending
2	Begin procurement analysis; identify savings opportunities.	June 2026	Dec 2026	Pending
3	Deploy AI forecasting analysis tool, and automated financial reporting in one department (pilot).	Jan 2027	June 2027	Pending
4	Scale across departments and functions, launch district-wide fiscal dashboard for leadership, Board, and community.	June 2027	Dec 2027	Pending

Metrics for Success	
<b>Accuracy:</b> Forecasting models achieve >90% accuracy in projecting enrollment and staffing needs.	
<b>Efficiency:</b> At least 15% reduction in staff hours spent on financial reporting tasks.	
<b>Savings:</b> Documented procurement savings identified and reinvested.	

### Board/Community Message

*“Westport is redefining fiscal responsibility through innovation, using AI to forecast with precision, streamline reporting, and uncover new efficiencies. By freeing staff from repetitive work and reinvesting every saved hour and dollar into teaching, learning, and student support, we honor our community’s investment and lead the way as a model Smart District.”*



## Smarter Schools: Time Reclaimed, Performance Improved, Learning Empowered

<b>Initiative Name</b>	Smart District Integration	<b>Initiative Status:</b>	Pending
<b>Supports Objective</b>	Smarter Schools: Time Reclaimed, Performance Improved, Learning Empowered		
<b>Initiative Owner</b>	District Administration		
<b>Initiative Summary</b>	The capstone initiative positions Westport as a national leader. A Smart District is more than efficient operations; it is an integrated system where HR, finance, facilities, transportation, communications, and teaching operations work seamlessly together. With a unified Smart District framework, and continuous improvement cycles, leaders will have real-time insights into time savings, performance, and reinvestments. By Year 3, Westport will not only be running smarter, but it will also be sharing its journey nationally, establishing itself as a model of how AI can power a human-centered, future-ready public school system.		
<b>Resources Required</b>	Time, Consultancy AI Tools/Custom Products		

#	Milestones	Start Date	End Date	Status
1	Develop and adopt the Smart District Framework & guiding principles.	Jan 2028	Ongoing	Pending
2	Integrate initial systems (HR, finance, transportation).	Jan 2028	Ongoing	Pending
3	Intergrate any remaining systems and launch the Smart District Dashboard (internal + public-facing).	March 2028	Ongoing	Pending
4	Share Westport's Smart District model nationally through conferences, networks, and publications.	June 2028	Ongoing	Pending

Metrics for Success	
<b>Integration:</b> Minimum of 3 major operational domains fully connected through a shared AI-driven platform by end of Year 3.	
<b>Transparency:</b> Smart District Dashboard live and updated in real time for leadership, Board, and community.	
<b>Performance:</b> Demonstrated improvements in both time savings (hours reclaimed) and accuracy/responsiveness of operations.	
<b>Recognition:</b> External validation — Westport cited as a model or invited to present nationally as a leader in AI-driven operational excellence.	

### Board/Community Message

*This is about more than saving time or money. We are building a truly Smart District, one that is integrated, responsive, and transparent, where every hour and every dollar reclaimed is reinvested into students and staff. By Year 3, Westport will be operating smarter and leading nationally as a model of how AI can power a human-centered, future-ready public school system*

Initiative Name	Communication Excellence	Initiative Status:	Pending
Supports Objective	Smarter Schools: Time Reclaimed, Performance Improved, Learning Empowered		
Initiative Owner	District Administration		
Initiative Summary	Clear, efficient, and inspiring communication is central to operational success. This initiative reduces the noise of overwhelming messages while ensuring families and staff receive what's most relevant to them. AI-powered tools will streamline communication channels, personalize updates, and provide quick answers to routine questions through chatbots and FAQs. At the same time, proactive storytelling will consistently highlight student and staff achievements, reinforcing pride in the district. With a rapid-response protocol for crises and a commitment to positive storytelling, Westport will not only reclaim time but also set a national example for public school communication.		
Resources Required	Communications Consultant AI Tools, Custom Product		

#	Milestones	Start Date	End Date	Status
1	Complete communication audit; identify redundancies and gaps.	Nov 2025	April 2026	Pending
2	Pilot personalized messaging system and launch AI-powered FAQ chatbot.	April 2026	June 2026	Pending
3	Establish rapid response protocol and begin publishing consistent proactive stories.	April 2026	June 2026	Pending
4	Scale streamlined messaging (all schools and departments) and expand storytelling reach across multiple social media platforms.	June 2026	June 2027	Pending
5	Position Westport nationally as a communications exemplar through thought leadership, showcases, and media partnerships.	Sept 2027	Ongoing	Pending

Metrics for Success	
<b>Audit</b> completed, redundancies and gaps identified, action plan developed.	
<b>Efficiency:</b> Office staff report fewer routine inquiries.	
<b>Visibility:</b> At least one positive story for each school every other week published on our social media and district website, and at least one positive district story published in regional or national media each quarter.	

**Board/Community Message**

*“We will reduce the noise and frustration of today’s communication overload while also elevating the Westport story. By combining smarter, more personalized communication with proactive storytelling, Westport will become a national leader in how a public school system communicates, clear, efficient, and inspiring.”*





# The Timeless Advantage: Elevating the Liberal Arts in the Age of AI

## WHY IS THIS IMPORTANT?

There is a profound irony in this moment.

The more advanced our technology becomes, the more essential a classic liberal arts education becomes.

In an age of artificial intelligence, when machines can compute, compose, and even create, what will distinguish our students is not how much information they can recall, but how deeply they can think, feel, and discern. As AI accelerates knowledge, it is the humanities that preserve understanding. As automation expands capability, it is history, literature, and philosophy that preserve judgment.

We are not starting from scratch. Westport's schools already have a proud tradition of excellence in the humanities, where students learn to write with clarity, speak with conviction, think with empathy, and see the world through multiple perspectives. That foundation is our greatest strength. Now, we must elevate it, deliberately and unapologetically, to meet this moment.

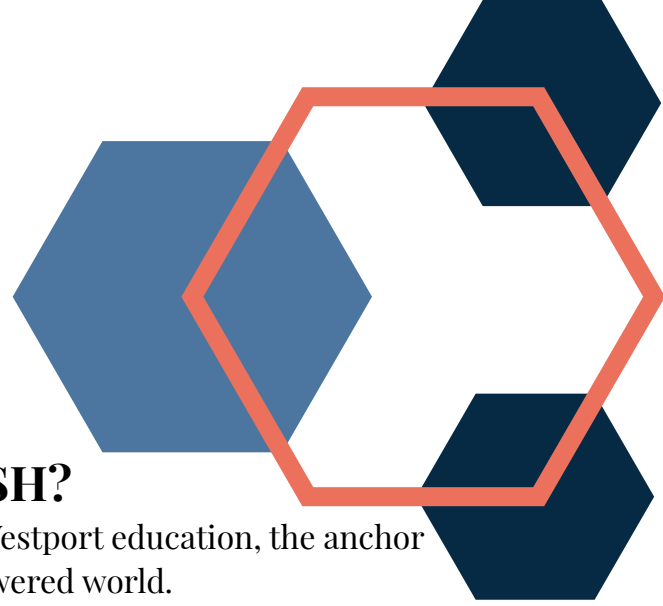
Steve Jobs once said that Apple's secret was found "at the intersection of technology and the liberal arts." The same is true for education. AI may be the most powerful tool ever created, but it will only be as wise, ethical, and creative as the people who guide it. The liberal arts are where those people are formed.

This is not about nostalgia. It is about foresight.

It is about protecting what is timeless while preparing for what is next. It is about ensuring that our students, in a world overflowing with data, still know how to find meaning.

A renewed commitment to a classic liberal arts education will empower students to question, to connect, and to create, not in imitation of machines, but in the full expression of what it means to be human.

This is our moral imperative: to ensure that in a world of brilliant machines, our students remain brilliantly human.



## **WHAT ARE WE GOING TO ACCOMPLISH?**

We will elevate the humanities as the defining strength of a Westport education, the anchor of discernment, creativity, and ethical reasoning in an AI-powered world.

Our goal is not to reinvent what already works, but to benchmark, elevate, and redefine it. We will begin by studying the very best: examining how the world's leading liberal arts institutions, from reputable prep schools to top colleges and universities, cultivate wisdom, creativity, and moral imagination. Through this benchmarking, we will see more clearly who we already are and what distinguishes us, while identifying our "next level" of excellence.

That next level may not be measured in test scores, but in our students' capacity to think deeply, write beautifully, reason ethically, and act courageously. It will be defined by how our graduates lead, not only in their professions, but in their humanity.

We will reaffirm the classic liberal arts as the moral and intellectual center of an AI Powered, Human Centered education, where knowledge is paired with empathy, creativity with conscience, and innovation with integrity.

By the end of this work, Westport will be recognized not only for preparing students to compete in a technological world, but for preparing them to elevate it, shaping leaders who understand that progress without wisdom is not advancement at all.



# The Timeless Advantage: Elevating the Liberal Arts in the Age of AI

## HOW WILL WE ACCOMPLISH THIS?

We will pursue a purposeful series of initiatives that honor our existing excellence in the humanities while positioning Westport to lead nationally in defining the human side of education in an AI-powered world. This work will begin with learning from the best, evolve through reflection and innovation, and culminate in defining our own next level of excellence.

1. **Benchmark Against the Field** – Conduct a comprehensive study of leading humanities and liberal arts programs in top prep schools, colleges, and universities. Identify common characteristics of distinction, from curriculum design and pedagogy to how these institutions cultivate ethical reasoning, creativity, and voice.
2. **Define Our “Next Level”** – Use insights from benchmarking to articulate what uniquely distinguishes Westport’s humanities program today and what will define its next chapter. Identify opportunities to deepen intellectual rigor, strengthen student authorship, and expand authentic inquiry.
3. **Integrate AI Thoughtfully into the Humanities** – Develop classroom models where AI serves as a tool for critical analysis and ethical debate rather than a shortcut to content generation. Ensure technology enriches interpretation, creativity, and dialogue, never replacing the human dimensions of thought.
4. **Empower Faculty as Humanistic Leaders** – Provide time and support for faculty to collaborate, research, and innovate. Establish partnerships with universities and cultural organizations that strengthen both content expertise and thought leadership in the liberal arts.
5. **Inspire Public Engagement and Celebration** – Showcase the enduring relevance of the humanities by expanding exhibitions, performances, publications, and symposia that celebrate student work and illuminate the role of humanistic study in shaping thoughtful citizens.
6. **Lay the Groundwork for Future Integration** – Begin planning for future cross-disciplinary initiatives connecting humanities, STEM, and the arts, recognizing that the world’s most creative solutions emerge when technology and human insight meet.





# The Human Stage: Elevating Theater and Performance in the Age of AI

## WHY IS THIS IMPORTANT?

Artificial Intelligence is redefining knowledge, creativity, and communication, but it cannot replicate the essence of human presence. In an era when machines can write scripts, generate art, and mimic expression, theater remains the ultimate human technology. It is where empathy becomes practice, collaboration becomes trust, and creativity becomes courage.

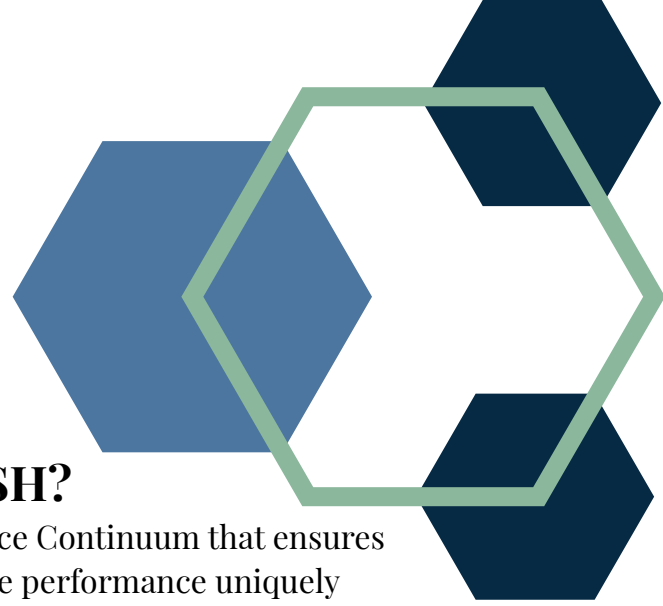
Theater allows students to step inside another life, to feel what another person feels, and to communicate that truth to others. It transforms emotional intelligence from an abstract goal into a lived experience. Long before algorithms simulated reality, theater helped us understand it, by holding a mirror to the human condition and inviting us to see ourselves in others.

Westport's schools already have an extraordinary foundation in theater education, programs that nurture confidence, creativity, and community. Now, we must elevate this work systemwide, ensuring that every student, at every grade level, has access to the transformative power of performance.

The irony of this moment is clear: the more intelligent our machines become, the more essential it is to cultivate the emotional and moral intelligence of our students. Theater does that. It builds the habits of empathy, adaptability, and presence that define leadership and citizenship in an AI-powered world.

This is not enrichment. It is enlightenment.

Theater is how we teach students not just to perform, but to be present, with themselves, with others, and with the world.



## **WHAT ARE WE GOING TO ACCOMPLISH?**

We will design and implement a K–12 Theater and Performance Continuum that ensures every student experiences the joy, rigor, and empathy that live performance uniquely provides.

Through this work, Westport Public Schools will:

- Benchmark our theater programs against the most exemplary K–12 and collegiate models in the nation.
- Develop a coherent K–12 theater sequence, inclusive of National Core Arts Standards and the English Language Arts Standards, that fosters creative risk-taking, communication, collaboration, and storytelling.
- Strengthen connections between theater and leadership, social-emotional learning, and community engagement.
- Expand access and participation so every student has the opportunity to engage in the full, immersive experience of theater, exploring empathy, creativity, and human connection through performance and collaboration.
- Position theater as a pillar of AI Powered, Human Centered learning where intellect meets empathy, and creativity meets courage.

When complete, every Westport student will graduate not only as a Contributing Citizen, a collaborator, communicator, critical thinker, and creator, but as a confident storyteller who can lead with authenticity and humanity in any arena.





# The Human Stage: Elevating Theater and Performance in the Age of AI

## HOW WILL WE ACCOMPLISH THIS?

We will pursue five coordinated initiatives that define, align, and expand K–12 theater education while integrating it meaningfully into the district’s academic and cultural fabric.

1. **Benchmark Against Exemplary Theater Programs** – Study leading K–12, collegiate, and professional theater education models to identify hallmarks of excellence in instruction, production, and student development with an emphasis on programs that foster empathy, creativity, and human connection through performance and collaboration..
2. **Design a K–12 Theater and Performance Continuum** – Create a vertically aligned curriculum from elementary imagination and play, to middle school creative risk-taking, to high school mastery, leadership, and storytelling.
3. **Integrate AI Thoughtfully into Theater Arts** – Use AI tools as creative partners in design, writing, and technical production while preserving the integrity of human expression and authorship.
4. **Elevate Access and Participation** – Broaden opportunities for students to engage in theater experiences (i.e. onstage, backstage, design and media integration, etc) ensuring access across all schools.
5. **Connect Theater to Leadership and Citizenship** – Develop “performance literacy” as a leadership skill, emphasizing confidence, presence, and ethical storytelling as key outcomes of theater education.



# Glossary

**Academic Integrity Policy** – District policy on student work; will be updated to address responsible use of AI.

**Acceptable Use Policy (AUP)** – Policies that govern appropriate use of AI and digital tools; they address issues such as bias, job displacement, and privacy.

**AI fluency** – Proficiency in using AI tools creatively and ethically; professional development aims to build AI fluency along with ethical judgment and creative design skills.

**AI literacy** – Skills enabling educators and students to understand what AI is, how it works, and how to use it ethically; involves critical evaluation of AI-generated information.

**AI Trends Group / internal think tank** – A proposed team that will scan emerging AI technologies, evaluate tools, and prepare white papers so the district stays ahead of trends.

**Algorithm bias** – The risk that AI systems may reinforce biases; the plan emphasizes principles for minimizing bias and ensuring fairness.

**Algorithmic bias and adaptive learning apps** – Training topics for teachers and students that explore how algorithms can be biased and how adaptive learning software works.

**Bloom's and TPACK frameworks** – Established instructional frameworks (Bloom's Taxonomy and Technological Pedagogical Content Knowledge) used by the Professional Development Committee to guide AI literacy goals.

**Computer vision** – A field of AI that uses machine-learning and neural-network techniques to extract meaningful information from digital images, videos and other visual inputs. It enables computers to “see” and interpret visual data so they can recognize objects, detect defects or take actions based on what they observe.

**Data representation / representation learning** – The process of organizing and transforming raw data into numerical forms (feature vectors or embeddings) that machine-learning algorithms can use. Representation learning simplifies raw data into understandable patterns for ML models, uncovering hidden features and enabling classification or prediction. More generally, data representation involves organizing and storing information (bits, bytes, text, images) in ways that make it easy to process and share.

**Decision systems (or “Decision AI”)** – AI systems that apply algorithms to assist humans in making decisions or that make decisions autonomously. Such systems combine machine learning, data analytics and natural-language processing to gather and analyze information and then provide recommendations for action.

**Deepfakes and misinformation** – Media-literacy topics highlighted in the ethics plan; students will learn to identify manipulated media.

**Differentiated instruction** – Adapting lessons to meet individual learners’ needs; AI tools are proposed to help teachers differentiate instruction based on student readiness, interests and learning style.

**Digital citizenship** – The practice of making ethical and informed choices in how we access, evaluate, create, and share digital information.

**Digital citizenship curricula** – Resources that teach the knowledge, skills, and dispositions students need to use technology in ways that are safe, respectful, and effective.

**Digital tool checklist** – A checklist to evaluate new AI environments and ensure they meet the district’s standards for equal access, accessibility, privacy and readiness.

**Efficiency opportunity mapping** – Matching each time drain to potential AI solutions and categorizing them as quick wins, medium-term projects or long-term innovations.

**Equal access** – Ensuring all students have access to AI tools and experiences regardless of background or ability.

**Ethical AI / AI Code of Ethics** – A proposed code to guide the adoption and use of AI models; it stresses fairness, privacy, transparency, and accountability.

**Fiscal forecasting / predictive analytics / procurement analysis** – Using AI to model enrollment and expenditures, evaluate procurement and provide real-time financial dashboards.

**Heat map** – A visual chart ranking the top time drains identified in the time study.

**Human connection** – Maintaining the human touch in teaching and learning despite automated tools; emphasizes authentic interaction between educators and students.

**Humanity, Design, Pragmatism & Efficiency, AI Literacy, Professional Development** – Five themes guiding educator development: preserve human qualities, creatively design with AI, improve efficiency, build AI knowledge, and provide ongoing training.

**Large language models (LLMs)** – Deep-learning models trained on massive datasets that can understand and generate human language. LLMs rely on transformer neural-network architectures, making them capable of capturing context and nuance in sequences of words.

**Lifelong adaptability** – Preparing students and staff to thrive amid rapid technological change by cultivating adaptability and a mindset of continual learning.

**Machine learning (ML)** – A branch of artificial intelligence that trains algorithms to learn patterns from data and then make predictions or decisions without explicit programming. ML underpins many modern AI systems, from forecasting models to autonomous vehicles.

**Media literacy / misinformation** – Media literacy is the ability to access, analyze, evaluate, create, and act using all forms of communication. It helps students understand how media messages are constructed, why they're created, and how they influence beliefs, behaviors, and society.

**Micro-credential** – A short, focused professional-development credential; the plan proposes offering micro-credentials to early adopters of AI.

**Natural-language processing (NLP)** – A subfield of computer science and AI that uses machine-learning techniques to enable computers to understand, interpret, and generate human language. NLP combines computational linguistics with statistical modeling to recognize and process speech or text.

**Neural networks** – Sub-symbolic machine-learning models inspired by the human brain. They consist of layers of interconnected nodes (neurons) that use weights and activation functions to learn patterns in data. Neural networks power tasks such as image and speech recognition and natural-language processing.

**Personalized learning / personalization** – Using AI to tailor content, pacing and feedback to each learner while maintaining human connection. Emphasis on student readiness, interests and learning style.

**Pilot design** – Co-designed pilot projects with staff to test AI solutions, establish success metrics and scale responsibly.

**Progression** – outlines how skills and concepts develop across grade levels. It ensures that what students learn in each grade prepares them for the next.

**Prompt library / resource hub** – Collections of vetted AI prompts, lesson templates and instructional resources to support teachers' use of AI.

**Smart District** – An interconnected, data-driven school system that leverages technology and strategic partnerships to improve teaching, learning, and operations. A Smart District integrates HR, finance, facilities, transportation, communications, and instruction into unified, AI-enabled systems that support real-time decision-making, transparency, and continuous improvement. Every hour and dollar reclaimed through smarter operations is reinvested into students, staff, and human connection

**Social-emotional learning (SEL)** – Curriculum that helps students develop self-awareness and empathy; the plan embeds AI literacy into SEL and digital citizenship lessons.

**Strategic inquiry / culture of critical inquiry** – A human-centered framework for evaluating AI tools through guiding questions about equity, privacy, evaluation, and alignment with district values.

**Student agency** – Encouraging learners to make choices and direct their own learning; highlighted as a principle in AI-powered personalized instruction.

**Time study / time drains** – A district-wide study to quantify how staff spend their time and identify repetitive tasks that AI could automate.

**Vision of a Graduate** – The district’s aspirational description of students as Contributing Citizens, defined four essential domains that anchor our work: Collaborators, Communicators, Critical Thinkers, and Creators.

