NORFOLK PUBLIC SCHOOLS'
ARTIFICIAL INTELLIGENCE COMPASS
A GUIDE TO NAVIGATING AN AI WORLD

WWW.NPSK12.COM/ARTIFICIALINTELLIGENCE

INTRODUCTION

Founded in 1910, Norfolk Public Schools (NPS) is committed to empowering learners through engaging, equitable, and inclusive educational experiences. Serving approximately 27,000 students and employing over 4,000 dedicated staff, NPS aims to prepare every student for lifelong success in a multicultural, technology-driven world. To align with this mission, we introduce the first draft of our Artificial Intelligence (AI) guidelines and best practices, an essential compass to help our community navigate the intersection of artificial intelligence and education. This guide reflects our commitment to fostering compassionate, engaged, and empowered learners who can effectively harness AI's potential in an ethical and responsible manner.

As a district, we are building a foundation today that will help our students become architects of their future, a future shaped by human-machine collaboration, empathy, and critical thinking. Our goal is to create an AI-augmented educational environment where technology amplifies learning potential while safeguarding our core values of integrity, empathy, collaboration, and inclusivity. Our long-term vision is to see Norfolk Public Schools recognized as a leader in AI-augmented education, preparing students to excel in both human and machine collaboration environments over the next decade.

Norfolk Public Schools Strategic Plan 2022-2027

www.npsk12.com/npsstrategicplan

ALIGNMENT WITH THE STRATEGIC PLAN

To further strengthen the alignment of Norfolk Public Schools' Artificial Intelligence Compass with the Strategic Plan: Continuing the Drive (2022-2027), the integration of AI serves as a catalyst to enhance the district's vision of ensuring every student achieves their maximum potential. By embedding AI-driven tools and practices, NPS can amplify its commitment to academic excellence, equity, and innovation, as outlined in the strategic plan. The AI Compass strategically supports student success, professional development for educators, and operational efficiency by leveraging AI to personalize learning experiences and enhance instructional effectiveness. It also enables informed decision-making through advanced analytics, reinforcing NPS's Strategic Plan. This alignment not only supports the plan's objectives but also positions NPS as a forward-thinking leader in preparing students for their future.

EXPANDED INTEGRATION WITH STRATEGIC GOALS

STUDENT EXCELLENCE

AI-driven personalized learning will play a pivotal role in ensuring that students receive the support they need to achieve mastery of standards. Adaptive learning platforms will analyze student performance data and provide tailored experiences that address individual learning gaps, while AI-powered tutoring systems will target key areas such as literacy and mathematics. Moreover, students will engage in problem-solving and collaborative projects using AI tools, allowing them to blend computational abilities with human creativity and ethical decision-making. Early intervention systems powered by predictive analytics will help identify students at risk of falling behind, enabling timely and evidence-based interventions that support both academic and social development.

RESOURCES

Equitable Access to AI Technology: Schools will receive AI tools that cater to diverse learning needs, such as language translation for English learners, text-to-speech applications for students with disabilities, and culturally inclusive educational content. Furthermore, AI will be used to analyze resource distribution and highlight inequities, ensuring every school has the tools needed to support students effectively.

WORKFORCE

AI Training for Educators: A district-wide AI professional development program will prepare educators to integrate AI tools into their teaching. Training will include modules on ethical AI usage, leveraging AI for differentiated instruction, and monitoring and evaluating AI-generated student data. In addition, Norfolk Public Schools will establish a certification pathway for educators proficient in AI applications, creating a cadre of tech-savvy teachers to lead the initiative.

COMMUNITY

AI Literacy for Families: Workshops and online resources will equip families with the knowledge to understand AI's role in education, address concerns about privacy and bias, and support their children's learning. Additionally, collaborations with local tech companies, universities, and nonprofits will provide students with access to internships, guest lectures, and real-world AI projects, ensuring they gain hands-on experience and exposure to AI innovations.

SAFETY

Ethical and Transparent AI Policies: All AI applications will adhere to strict ethical standards, ensuring that decisions made by AI systems are transparent, with clear communication to stakeholders about their role and limitations. Robust protocols, including data encryption and regular audits, will protect student and staff information from breaches. Vendors will be required to comply with stringent district-approved security guidelines.

AI IN EDUCATION OVERVIEW

In an era of rapidly advancing AI, Norfolk Public Schools recognizes the need for education to evolve. AI integration is not just about equipping our students with technical skills but also about fostering emotional intelligence, empathy, and interpersonal capabilities. By embedding AI into our learning environments, students will learn how to complement AI's analytical strengths with their unique human qualities, preparing them to become world ready scholars and innovators. Our goal is to ensure that students graduating from NPS are equipped with advanced AI literacy and a deep understanding of its ethical implications.

ESTABLISHING DIVISION-WIDE AI GUIDELINES

The integration of AI into Norfolk Public Schools must be aligned with our core values to ensure the safety, equity, and well-being of all students and staff. Our AI guidelines are designed to:

- Promote safe and ethical use of AI, ensuring transparency and accountability in its applications.

- Ensure equitable access to AI tools for all students, catering to diverse learning needs and bridging gaps in educational opportunities.

- Amplify, not replace, human interactions, using AI as a tool to enhance learning, personal development, and the overall educational experience.

- Address the ethical implications of AI use, including potential biases, data privacy, and security.

- Establish clear metrics for evaluating AI's impact, such as improvements in student engagement, teacher efficiency, and the reduction of educational disparities.

INTEGRATING AI WITH INTEGRITY

NPS will integrate AI technologies thoughtfully and with integrity to ensure alignment with our educational mission. Key components include:

- **AI Literacy and Empowerment:** Providing professional development for teachers and training for students on AI use, ensuring everyone is equipped with the skills and ethical understanding needed to leverage AI responsibly. Training will include workshops on AI ethics, hands-on sessions for practical application, and certifications for educators who successfully integrate AI tools into their teaching. Professional development will be evaluated through pre- and post-training assessments, classroom observations, and feedback from teachers to ensure its effectiveness and ongoing improvement.

- **Equitable Access:** Ensuring all students, including those with disabilities, have access to AI tools to enhance their learning experiences, in compliance with ADA and IDEA guidelines. Specific AI tools such as adaptive learning platforms and AI-driven assistive technologies will be made available to meet individual student needs.

- **Transparency and Ethical Use:** All significant decisions supported by AI will be transparent to stakeholders, and the role of AI in these decisions will be clearly communicated. Crisis management protocols will be in place to address any unintended consequences of AI use, including data breaches or biases, with defined roles for response and resolution. A comprehensive community engagement and crisis management strategy will ensure transparency and trust, with community forums, workshops, and a dedicated crisis response team.

UPHOLDING ACADEMIC INTEGRITY

AI's capabilities pose unique challenges to academic integrity. NPS is committed to maintaining high standards by:

- **Redesigning Assessments:** Encouraging project-based learning, competency based assessments, portfolios, in-class presentations, and debates to ensure students demonstrate genuine understanding and creativity. Clear indicators for evaluating these assessments will be set to ensure transparency.

- **Teacher Support:** Providing resources and training for teachers to create alternative assessments and to help students use AI ethically—whether as a learning partner or as a tool to improve their work. Teachers will also be trained to identify misuse and understand the ethical boundaries of AI use.

- **Honor Code and Usage Guidelines:** Establishing a clear honor code that defines appropriate and inappropriate uses of AI in academic settings, emphasizing responsible usage. Students will be required to cite AI contributions in their work using a specified format, such as:

  - *"This section of the assignment was generated with the assistance of [AI Tool Name], and edited by [Student's Name]."* Teachers will also use AI detection tools to verify the originality of student work and will hold conversations with students to address any discrepancies. A comprehensive guide will be provided to help students understand when and how to use AI appropriately.

SAMPLE CLASSROOM POLICY:
NAVIGATING AI IN OUR LEARNING "NO MATTER WHAT"

In the classroom, we acknowledge the role of both AI and human insight in shaping learning experiences. AI can provide valuable support, but human creativity, ethical judgment, and critical thinking are indispensable. NPS is dedicated to teaching students to use AI tools responsibly and to value the importance of their own contributions. Our classroom AI policy will emphasize:

EMPATHETIC ENGAGEMENT

Students are encouraged to use AI as a tool for brainstorming and refining their work while ensuring that their ideas and effort remain central to their learning.

COLLABORATIVE EXPLORATION

AI tools are used to enhance group projects, promoting teamwork and diverse perspectives, while respecting the unique contributions of each student.

CRITICAL EVALUATION

Students are taught to engage critically with AI-generated content, verifying information, and understanding the limitations of AI. They will learn to apply due diligence by cross-referencing AI outputs with verified sources.

EMPOWERING ARCHITECTS:
FOSTERING AI LITERACY ACROSS OUR COMMUNITY

AI literacy is essential for students, staff, and the broader community to navigate an AI-augmented world effectively. NPS is committed to:

- **Student and Staff Training:** Implementing AI literacy programs that equip both students and staff with knowledge about AI, its ethical implications, and its applications across different fields. These programs will be differentiated by age group, ensuring that students at every level, from elementary to high school-receive age-appropriate AI education.

- **Community Engagement:** Educating families about AI to foster trust and transparency, bridging the knowledge gap between the classroom and home. Workshops, forums, and informational materials will help parents understand AI's role in education and support their children's learning journey. Community forums will also be held periodically to address questions and concerns about AI use in schools.

- **Inclusivity and Empowerment:** Ensuring all voices in our community are heard, and everyone has the opportunity to participate in conversations about AI, will shape how it is used within our schools. Partnerships with local businesses, universities, and tech companies will be established to offer internships, AI-related projects, and guest lectures, enhancing community involvement and support.

A PEOPLE-FIRST, ENHANCED DISTRICT

NPS is committed to being a people-first, AI-enhanced district. This means putting students, staff, and community members at the center of our AI initiatives, using technology to amplify opportunities, foster creativity, and ensure everyone is prepared for a future where AI is a key component of daily life. We will establish recognition programs to highlight exemplary AI use by students and teachers, encouraging adoption and celebrating successes.

ADAPTING OUR AI GUIDANCE

AI is evolving, and so must our approach. NPS will continuously review and adapt its AI guidelines to remain forward-thinking and relevant. As new technologies emerge, our policies will be updated to ensure efficacy, safety, and alignment with our core values. Our community will be informed of any changes, ensuring transparency and shared responsibility in navigating this evolving landscape.

ALL HANDS ON DECK: A COMMUNITY APPROACH

The integration of AI brings both opportunities and challenges. NPS is committed to supporting students, staff, and families in navigating this evolving landscape. By fostering a culture of understanding, resilience, and adaptability, we will empower our community to thrive in an AI-enhanced world, ensuring everyone is prepared for the challenges and opportunities ahead.

Together, as architects of our own learning, we are building a foundation for a future where technology amplifies our human potential, guided by empathy, collaboration, and a commitment to inclusive equity.
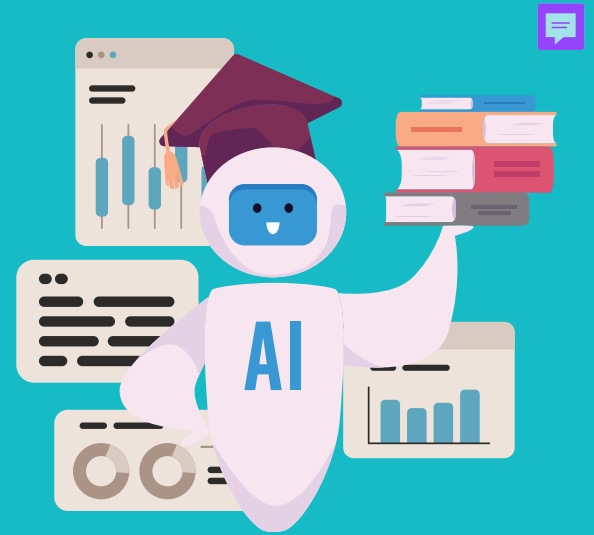
INITIAL GUIDANCE ON KEY AREAS

NPS offers specific guidance on key aspects of AI usage:

- **Accountability:** AI tools used must be reviewed and approved by the district, ensuring ethical application and transparency. Metrics will be set to evaluate these tools and ensure they meet the district's educational standards.

- **Privacy and Security:** Personal information must not be entered into unapproved AI applications. Staff and students will be trained on data privacy best practices to protect themselves and the community. The district will adopt encryption standards, require vendors to comply with strict data protection guidelines, and conduct regular audits to ensure data safety.

- **AI Surveillance:** AI-enabled surveillance systems will only be used with district approval, ensuring compliance with privacy regulations and ethical considerations. Guidelines will be reviewed regularly to align with best practices and address any concerns.

EXPANDED CURRICULUM APPLICATIONS

- **Personalized Learning:** AI-powered platforms will offer real-time feedback, scaffolding, and tailored challenges in core subjects like STEM and humanities. Tools will adapt to each student's pace, helping close learning gaps while supporting advanced learners.

- **AI Ethics and Awareness in Curriculum:** AI ethics modules will be introduced to teach students:
  - The importance of unbiased AI development.
  - The implications of AI decisions in society.
  - Responsible use of AI tools in academic and personal contexts.

- **Capstone Projects:** High school students will complete AI-related projects, such as developing simple algorithms, analyzing real-world data with AI tools, or addressing societal issues through human-AI collaboration.

MONITORING PROGRESS WITH AI

To ensure alignment with district goals, Norfolk Public Schools will:

- Regularly evaluate AI's impact on academic achievement through metrics such as SOL performance, engagement, and attendance.

- Use AI dashboards to monitor and address disparities in resource allocation or academic outcomes.

- Collect feedback from students, teachers, and parents to refine AI applications continually.

LONG-TERM VISION: A FUTURE-READY DIVISION

By implementing these strategies, Norfolk Public Schools will become a leader in AI-enhanced education. Over the next decade, graduates will leave the district equipped with AI literacy, as well as the critical thinking, empathy, and collaborative skills necessary to thrive in a futuristic world.