

The Teacher RISE Map - Growth Stages for AI Implementation™

A practical roadmap for K-12 educators — from first introduction to full integration to leadership

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STEM & AI Curriculum and Professional Development for K-12 Districts







Unlike standards adoption, which can take 4–5 years, AI implementation in classrooms can — and should — move faster. This guide maps four growth stages teachers move through, with typical timelines of **months, not years**. The goal is not perfection at each stage — it is intentional, supported progress.

Framework: Adapted from the ISTE AI in Education Framework and the U.S. Dept. of Education 2023 AI Report. Modeled on NGSS implementation stage research (SDSU College of Education) — compressed for the pace AI requires.

STAGE 1 RECOGNIZE (awareness) <i>Months 1–3</i>	STAGE 2 INTEGRATE (exploring) <i>Months 3–6</i>	STAGE 3 SUSTAIN (implementing) <i>Months 6–12</i>	STAGE 4 ELEVATE (leading) <i>Year 1+</i>
<p>What Teachers Do</p> <ul style="list-style-type: none"> Attend introductory AI professional development session Explore 2–3 district-approved AI tools (e.g., ChatGPT, Magic School, Canva AI) Observe a colleague or instructional coach using AI in a lesson Complete district AI Acceptable Use orientation Reflect on current teaching practices and where AI might fit <p>What Leaders Do</p> <ul style="list-style-type: none"> Share district AI vision and policy with all staff Identify and designate building-level AI Champions Provide dedicated PD time — not optional add-ons Publish the district-approved AI tools list 	<p>What Teachers Do</p> <ul style="list-style-type: none"> Attend AI Use in Instruction PD session and add AI tools Use AI tools for lesson planning and creating materials Try 1–2 AI-assisted activities with students (guided, low-stakes) Participate in a professional learning community (PLC) on AI Evaluate AI-generated content critically before using it Begin teaching students how to prompt, evaluate, and cite AI <p>What Leaders Do</p> <ul style="list-style-type: none"> Schedule regular PD and PLC time focused on AI integration Provide coaching support for teachers trying new AI strategies Begin reviewing student data privacy compliance for tools in use Celebrate early adopters — share their work school-wide 	<p>What Teachers Do</p> <ul style="list-style-type: none"> Design AI-integrated units aligned to curriculum standards Differentiate instruction using AI tools for diverse learners Teach students AI literacy: prompting, bias, citation, ethics Incorporate AI into projects, inquiry, and research tasks Collaborate with peers to refine and share AI lesson designs <p>What Leaders Do</p> <ul style="list-style-type: none"> Embed AI integration into formal teacher evaluation criteria Provide advanced AI PD tracks for teachers ready to lead Allocate budget for additional AI tools or subscriptions Review equity data — are all classrooms benefiting equally? 	<p>What Teachers Do</p> <ul style="list-style-type: none"> Lead grade level team PD sessions or PLCs on AI integration for peers Design AI-rich units that are fully aligned to standards, curriculum, and assessment Mentor newer teachers moving through earlier stages Contribute to district AI policy and tools review process Stay current with emerging AI tools and adapt practices <p>What Leaders Do</p> <ul style="list-style-type: none"> Conduct annual AI program review with leadership team Embed AI goals in the district strategic plan and budget Recognize and reward AI Teacher Leaders formally Report AI program outcomes to Board of Education annually

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<p>Success Looks Like</p> <ul style="list-style-type: none"> Teachers can name 2–3 AI tools and their purpose No fear — curiosity replaces apprehension All staff have reviewed district AI Use Policy 	<p>Success Looks Like</p> <ul style="list-style-type: none"> Teachers use AI independently for at least one weekly task Students have completed at least one AI-guided activity PLCs are actively sharing AI strategies across departments Grade level teams, departments are actively sharing AI strategies school wide 	<p>Success Looks Like</p> <ul style="list-style-type: none"> AI is part of regular instructional planning, not an afterthought Students can explain how they use AI and why Teachers are practicing high norms of collaboration with one another on AI stages, and implementing AI strategies 	<p>Success Looks Like</p> <ul style="list-style-type: none"> AI integration is consistent, visible, and student-centered district-wide New teachers are onboarded with AI literacy from day one Teachers and school leaders are using AI with confidence and feel supported District is recognized as a model for responsible AI in education

Key Principles for Successful AI Implementation

<p> Equity & Access Every teacher and student should benefit from AI-enhanced learning, regardless of school size, budget, or prior tech experience.</p>	<p> Professional Learning Sustained, job-embedded PD — not one-time workshops. Teachers need time, coaching, and peer collaboration to grow.</p>	<p> Strategic Leadership Principals and district leaders set the tone. Designate AI champions in each building to guide and support peers. Implement board policy on AI use.</p>
<p> Coherence AI tools should align with curriculum, instructional goals, and assessment — not exist as disconnected add-ons.</p>	<p> Responsible Use Student data privacy, academic integrity, and age-appropriate use must be embedded in every stage of implementation.</p>	<p> Continuous Improvement Implementation is not linear. Use data, teacher feedback, and student outcomes to adjust and improve over time.</p>

Teacher Self-Assessment: Where Are You?

1. RECOGNIZE →	2. INTEGRATE →	3. SUSTAIN →	4. ELEVATE →
<i>I'm just learning what AI tools exist and how they might apply to teaching.</i>	<i>I've tried AI tools in my planning and am starting to use them with students.</i>	<i>I regularly use AI in lessons, am writing better prompts, and am building student AI literacy skills.</i>	<i>I lead AI learning in my school and mentor others in responsible AI use.</i>