

AI Readiness Diagnostic Findings



Step 2: Basic Recommendations



Step 2 Overview

To find out how **you** can benefit from examining your institution through a '**data and AI lens**', contact our **AI & Data Science team** at hello@educateventures.com

- A key aspect of the AI Readiness approach is to help you focus your thinking on a thorny **challenge** you face in your educational environment
- Maybe the challenges that you face are **systemic and process-based**. Or perhaps they are rooted in an attempt to shift your teaching from a traditional **pedagogic approach** to an **enquiry- or project-based pedagogy**
- Maybe you're:
 - Trying to **recruit, train or retain** the best staff
 - Analysing **attainment gaps**
 - Understanding **learning analytics**

- Unsure as to whether your **marking and feedback** engages students or actually **helps them learn**
- The AI Readiness Framework uses **ten key prompts** to help you focus on one particular challenge that might be **addressed and better understood** by the application of AI. These prompts can all be found in [AI for School Teachers](#) (and in the recommendations below) along with their scoring metrics that help to **prioritise** them, which will help you decide on **what to do next**
- List your **assumptions** during the exercise. Assumptions can be hard to make **explicit**, as they're often **unwritten best guesses** that have never been formalised, but they'll nevertheless shape the way in which a potential solution starts to **emerge**
- **Key Takeaway:**
 - Your head might be swimming with all the different issues you can see in your school or educational business, but performing an exercise to identify just what's **possible**, and how much of an **appetite** you and your colleagues have for the tackling of the challenge will help ground your **expectations**, and direct your **approach**

Recommendation: Consider your challenges

SUMMARY: a good place to **start** is to think about the **challenges** you face currently in your organisation. Below are some **examples**

- If you are a **startup** working in education and training, maybe your challenges are around **leadership**, or **culture** and **strategy**, or building that **top team** that a strategy needs for execution. Perhaps it's about putting your **employees** first. Maybe your challenges are around **systems** and **processes**
- What about challenges that presented during the Covid-19 **lockdowns** around the world? Staying **organised**, and **time management** were common difficulties for those working from home. Taking regular **breaks**, **switching off** from work, or getting the **energy** to start. **Collaboration** and **interaction** were crucial
- What about the top 10 challenges facing education and technology at the moment? What are the new EdTech and education realities?
 - **Budgets**
 - **Planning and use of available resources**
 - **Improving student wellbeing**
 - **Staff wellbeing and retention**
 - **Integrating and collaborating with industry**
- **Upskilling and developing educators**
- **Staff interpreting the new Ofsted framework**
- **Evolution of learning models**
- **Creating a digital strategy**
- **Delivering value for money**
- How could AI help us with such challenges? Let's look at an example for **Higher Education Institutions (HEIs)**
- Previously, HEIs relied **heavily** on students from **overseas** and those students couldn't come in the pandemic. Students from Canada, China and India were flying to the UK, the US, and Australia for their university places, but it was not possible to encourage these students to break **regulations** around travel
- New ways of **educating** needed to be found, including examination of existing **business models** and **tuition fees**, something that is a huge part of the **income** for many HEIs and colleges, and EdTech **businesses**
- It's an extremely complex picture and it will be different for each and every one of you, whether you are a part of an education and training technology enterprise, or work in a school, college or university. Some of these challenges are of course **universal**, but others will be wholly unique to your particular undertaking



Recommendation: How to pick your challenge

SUMMARY: 10 key prompts exist to help you decide *which* of your challenges would be the *most appropriate* for AI to solve

- Which of our **current challenges** in education and training, whether we're part of a school or educational business, might best be done by AI, and which aspects of it might best still be done by humans? **It's not a simple decision**
- These are the **questions** around any challenge that we're looking to address - determining if our challenge is something actually **compatible** with AI:
 - Is it the kind of challenge that we might be able to, in the fullness of time, tackle using AI?
 - What do we already know about this challenge?
 - What's possible for us to know that we don't know, even if we don't know it now?
 - To what extent is the situation controllable, and by whom?
- What level of uncertainty is there?
- Do we have any data to help us understand this challenge more?
- Can we collect more data if we don't have enough to help us understand the challenge, and work out how best to tackle it?
- How accurate can we be in our assessment of the challenge, and our prediction about the best way to tackle it?
- Does our company or institution have the appetite to change? If they don't, then it's not a good investment of our time looking at the best ways AI can help us innovate
- How important is solving this challenge to the company or school?
- These are the 10 criteria that we can use to help us make the right choice between all of those multiple challenges that we face in our educational business or school



Appropriateness of Challenge

Existing Knowledge

Scope of Possible Knowledge

Control and Operation

Level of Uncertainty

Existing Data

Scope of Possible Data

Accuracy

Appetite

Importance

EXAMPLE: Identifying an appropriate challenge

EXAMPLE: the recruitment of your top team

• Is recruitment the kind of task AI could assist with?

- We wouldn't use an AI system to **recruit staff**, but recruitment is a process that can be **augmented** by AI

• Do we already know enough to get started?

- Yes, absolutely. This is not something that we haven't done before – recruiting staff is **routine** in organisations, and you may have even been involved with it yourself

• Can we know more, even if we don't know it now?

- There's lots more we could know about – perhaps the **people** that we're interviewing, the **way** in which we try to attract them to the roles, the way in which we **induct** them into the business or organisation, how we **settle them in**, and there's so much more we can know about just these, for example

• How controllable is the context, and by whom?

- It's relatively controllable: we can control the recruitment **process** that we use, but of course we can't necessarily control the **availability** of recruiting, so it's not **totally controllable**

• What level of uncertainty is there?

- There's certainly **some** uncertainty. We don't know

the **quality** of the candidates out in the world, we don't know if they'll have the **skills** we need even once they're in position

• What data do we have currently?

- We might have some good data about recruitment but we're not certain **how much** just yet. We may have some from **previous recruitment exercises** that would be highly relevant

• Can we collect more data if needed?

- Absolutely. A **highly specific** job description or title might help narrow your criteria or the applicant pool

• How accurate can we be?

- It could be quite accurate. There's certainly lots of ways in which we can learn more about the **people** and more about the **roles** that we're trying to fit them in. We can use different tools and techniques to understand the **information** that we collect

• Does the company have the appetite to change?

- That's a decision you will need to make but if you are going through with this process it is likely that you do

• How important is solving this challenge to the organisation?

- Having the best staff is **crucial** to almost every organisation. So it's certainly a high priority

Recommendation: Assumptions

SUMMARY: check your **assumptions** at each and every point along your journey; doing so will help **sanity-check** and **course-correct** your progress

- It's vital that the process you go through for Step 2 of the AI Readiness Framework is done in a setting where you make sure that you've uncovered any underlying assumptions in your considerations and planning
- For example:
 - If there's an assumption in your school or educational business that assessment methods must be done in a particular way in order for them to be valid, then you need to get that assumption absolutely out in the open
 - If there are particular assumptions about how staff should be trained, for example, again, those need to be out there in the open, so that they can be

questioned and challenged, and checked, and put there as part of the context in which this decision is being made

- And we need to think very carefully about how AI could help us to address this challenge once we've understood it better through the AI Readiness Framework



Who can help me?

*We are specialists in **ethical AI solutions** for schools and education and training businesses - **contact our team for help***

The EDUCATE AI and Data Science team was formed to consult on and co-design ethical AI solutions to complex problems in data-driven technology ventures and schools. Our team of computer scientists, educationalists, and world-renowned experts can take you from zero AI to a comprehensive evidence-led strategy and beyond, with effective, scalable AI-powered teaching and learning solutions.

To find out how you can benefit from examining your institution through a '**data and AI lens**', and leveraging the transformational power of AI to tackle your challenges, contact the **AI and Data Science Team** at EDUCATE Ventures Research at hello@educateventures.com.

Thanks for reading!

- The EDUCATE Ventures Research Team
Summer 2022

Further Reading

Below you can find a selection of resources, books, podcasts, webinars, and research papers appropriate to your stage of AI Readiness. Good luck!

- [AI for School Teachers, Byte-Sized Edition](#)
 - An easy-to-read 10-page byte-sized summary of the book of the same name, written by Professors Rose Luckin, Mutlu Cukurova, and Headteacher Karine George, members of the senior team actively developing and using the AI Readiness Framework from which these recommendations derive
- [Four Golden Rules for Reviewing Your School's EdTech](#)
 - A short blog from Schools Week prompting readers to think about the serious questions raised when considering using technology in learning environments
- [SchoolDash: Pupils' Lockdown Experiences](#)
 - An example of the kinds of challenges faced in education during Covid, with a large amount of data to support the observations

