

SOMETHING BIG IS COMING

...to K-12 Education

AI Disruption, Vibe Coding, Agentic Assistants
and the Urgent Need for Governance

Rick Hilman | Ironwood Consulting LLC
Safety 360 Director | SPELL Joint Insurance Fund

THE WAKE-UP CALL

*"Even if there is a 20% chance of this happening,
people deserve to know and have time to prepare."*

— Matt Shumer, "Something Big is Coming" | 60+ Million Views

50%

of entry-level white-collar jobs
may vanish in 1-5 years

— Dario Amodei, CEO Anthropic

60M+

views on Shumer's essay
in less than one week

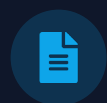
GPT-5.3

helped create itself according
to OpenAI release notes

*This isn't a tech conference keynote. This is about YOUR
districts, YOUR budgets, YOUR staff.*

WHY K-12 SHOULD PAY ATTENTION

School districts are filled with exactly the kind of work AI is disrupting first.



Repetitive Document Processing

Purchase orders, board reports, compliance filings, policy documents — generated from templates and data every month



Compliance & Regulatory Tracking

FERPA, COPPA, NJ state mandates, environmental regulations, safety audits — all trackable and automatable



IT Help Desk & Vendor Management

Ticket triage, password resets, vendor vetting, contract renewals — workflow-heavy, rules-based tasks



Communications & Reporting

Board agendas, parent notifications, staff memos, budget summaries — structured content from structured data

Every one of these can be augmented, automated, or replaced by AI — today.

THREE WAVES OF DISRUPTION

01



AI as a Tool

WHERE MOST DISTRICTS ARE
TODAY

Using ChatGPT or Copilot to draft emails, summarize documents, answer questions. Productivity gains, but still human-driven.

02



Vibe Coding

BUILD IT, DON'T BUY IT

Non-technical staff describe what they need in plain English and AI builds it. Custom apps, dashboards, and automations — without a vendor or RFP.

03



Agentic AI

AI THAT WORKS
AUTONOMOUSLY

AI agents that don't wait for prompts — they monitor, decide, and act. Processing workflows, managing compliance, triaging requests 24/7.

WAVE 1

AI as a Productivity Tool

Where most districts are today — or should be



Draft board communications

Generate first drafts of memos, agendas, and parent notices in seconds



Translate parent communications

Instantly translate to multiple languages with context-aware accuracy



Summarize policies and regulations

Drop a 50-page regulation into AI and get actionable summaries



Analyze budget data

Upload spreadsheets and ask questions in plain English



Create RFP and bid documents

Describe what you need and get a structured procurement document



Generate training materials

Turn compliance requirements into staff training content

This is table stakes. If your district isn't here yet, you're already behind.

WAVE 2

Vibe Coding: Build It, Don't Buy It

Non-technical staff describe what they need — AI builds it

THE OLD WAY: Buy a Platform

- ❌ Issue RFP — 3-6 months
- ❌ Evaluate vendors — weeks of demos
- ❌ Contract negotiation — legal review
- ❌ Implementation — 6-12 months
- ❌ Training — staff resistance
- ❌ Annual license: \$30K - \$100K+
- ❌ Locked into vendor's roadmap



THE NEW WAY: Vibe Code It

- ✅ Describe what you need in English
- ✅ AI generates working prototype
- ✅ Test and refine in hours, not months
- ✅ Deploy internally — same day
- ✅ Modify anytime — no vendor ticket
- ✅ Cost: Near zero (AI subscription)
- ✅ You own it. You control it. Or do you ?

This changes the entire procurement and technology model for K-12.

VIBE CODING IN ACTION

Real Solutions You Could Build This Week

BUSINESS ADMINISTRATOR

Budget Variance Dashboard

"Show me a dashboard that compares actual spending to budget by account code, flags variances over 10%, and generates a monthly board summary."

TECHNOLOGY DIRECTOR

IT Asset Tracker

"Create a system to track every Chromebook — who has it, warranty status, repair history — and alert me when warranties expire."

SAFETY / FACILITIES

Visitor Check-In System

"Build a check-in kiosk that scans IDs, checks the sex offender registry, prints badges, and logs all visitors with timestamps."

SUPERINTENDENT

Policy Change Monitor

"Monitor NJ DOE and federal register for regulation changes that affect our district and send me a weekly digest with impact analysis."

WAVE 3

Agentic AI: It Works While You Sleep

AI that doesn't wait for prompts — it monitors, decides, and acts



Business Office Agent

Monitors purchase orders against budget, flags overruns before they happen, auto-generates monthly financial reports for the board, and reconciles accounts payable.



Safety & Facilities Agent

Tracks work order completion, monitors inspection deadlines, generates compliance reports, and sends escalation alerts when items are overdue.



IT Security Agent

Watches network traffic 24/7, triages help desk tickets by severity, generates incident response documentation, and monitors vendor compliance with data agreements.



Superintendent's Agent

Synthesizes reports from all departments, drafts board meeting agendas, monitors regulatory changes, and prepares impact summaries of new mandates.

These agents are not theoretical. The building blocks exist today.



Now Let's Open the Box

All of this power comes with questions
that most districts haven't even started asking.

Who owns it? Who governs it? Who's accountable?

THE QUESTIONS NOBODY IS ASKING

-  **When a business administrator vibe-codes a budget app, who owns that code?**
The person? The district? What happens when they leave?
-  **If an AI agent processes student data to generate reports, is that FERPA compliant?**
Who approved the data flow? Where does the data go?
-  **When a facilities director builds an automation using a free AI tool, where is district data going?**
Who vetted that vendor? What's the data retention policy?
-  **If AI writes a policy recommendation and the superintendent presents it to the board, who's accountable for accuracy?**
What if it hallucinates a regulation that doesn't exist?
-  **Who decides which AI tools are approved for district use?**
What's the approval process? Is there one?
-  **What happens when 50 staff members are each using different AI tools with different data policies?**
Shadow AI is already happening in your district.

THE RISK NOBODY IS TALKING ABOUT

Your Staff Can Already Search for This

Document Stored in Your District

Reduction-in-Force Planning Documents

Employee Disciplinary Letters & Evaluations

Board Executive Session & Closed Meeting Notes

Contract Negotiation Strategy & PERC Filings

Attorney-Client Privileged Communications

Budget Reduction Scenarios & Fund Balance Projections

What Staff Can Ask Gemini or Copilot

"Which positions is the district considering eliminating?"

"Show me any performance concerns about staff in my building"

"What did the board discuss in closed session last month?"

"What is the district's position going into the next contract?"

"What has legal counsel advised about this matter?"

"What cuts is the district planning for next year?"

They aren't hacking your system. They're just asking a question. No firewall stops this.

WHAT HAPPENS WITHOUT GUARDRAILS

If your district doesn't get the guardrails out now, you will never catch up.

Shadow AI Proliferation

Staff using unapproved tools with student data. By the time you discover it, the data is already in the cloud.

Ungoverned Decision-Making

AI-generated recommendations being presented as fact. Board decisions based on hallucinated data or fabricated regulations.

FERPA / COPPA Violations

Student PII flowing through AI services without proper data processing agreements. One breach triggers federal reporting.

Vendor Lock-in 2.0

Staff building critical workflows on AI platforms that change terms, raise prices, or shut down — with no migration plan.

Intellectual Property Loss

Custom tools and workflows built without ownership agreements. Staff leave and take institutional knowledge with them.

Compliance Gaps Widen

Every day without governance creates more untracked tools, more data exposure, and more liability. The gap compounds.

The districts that act now will lead. The ones that wait will spend years cleaning up.

THE ANSWER

An AI Constitution for Your District

A living governance framework that enables innovation while protecting your district



Acceptable Use Policy

Define who can use AI, for what purposes, with what tools, and under what conditions



Data Governance & Privacy

FERPA/COPPA compliant data handling, approved vendor list, data processing agreements



Risk Assessment & Vetting

Structured process to evaluate AI tools before adoption — security, privacy, reliability



Ownership & Accountability

Clear rules on who owns AI-created work, code, and outputs — and who's responsible

GOVERNANCE FRAMEWORK

What Your AI Constitution Should Cover

AI Tool Approval Process

Vendor vetting questionnaire, data processing agreements, security review checklist, board notification requirements

Intellectual Property & Ownership

District ownership of AI-generated content and code, staff agreements, documentation requirements

Data Classification & Handling

What data can go into AI systems (public, internal, confidential, PII), prohibited uses, student data protections

Monitoring & Compliance

Regular audits of AI tool usage, compliance checks against FERPA/COPPA/NJ regs, annual governance review

Roles & Responsibilities

AI governance committee, technology review board, building-level coordinators, incident response team

Incident Response

What to do when AI goes wrong — data breach, hallucinated content, unauthorized use, vendor failure

GETTING STARTED

Your First 90 Days

DAYS 1-30

Assess & Discover

- ✓ Inventory all AI tools currently in use across the district
- ✓ Identify shadow AI — staff using unapproved tools
- ✓ Assess current data handling practices
- ✓ Form an AI governance committee

DAYS 31-60

Draft & Align

- ✓ Draft your AI Constitution / governance framework
- ✓ Create an approved AI tools list with vetting criteria
- ✓ Develop data classification guidelines
- ✓ Align with existing FERPA/COPPA/NJ compliance

DAYS 61-90

Implement & Train

- ✓ Board approval of AI governance policy
- ✓ Staff training on acceptable use and approved tools
- ✓ Launch AI tool request and approval workflow
- ✓ Establish ongoing monitoring and review cadence

THE COST OF WAITING

Districts That Act Now

- ✓ Control the narrative — lead with innovation
- ✓ Protect student data before exposure occurs
- ✓ Build institutional AI competency
- ✓ Create competitive advantage in recruitment
- ✓ Reduce costs through smart automation
- ✓ Establish clear accountability frameworks

Districts That Wait

- ✗ Shadow AI spreads uncontrolled
- ✗ Data breaches with no response plan
- ✗ Staff using AI with zero training or guidance
- ✗ Intellectual property disputes with departing staff
- ✗ Compliance violations compound daily
- ✗ Years of cleanup instead of months of prevention

The gap between "early adopters" and "laggards" will be measured in years, not months.

Your AI Governance Toolkit Is Ready

Eight documents. One integrated framework. Available to every SPELL JIF member district.

001

AI Constitution

Governing framework

002

Gov. Committee

Charter & structure

003

AUP Templates

K-5, 6-8, 9-12, Staff

004

Tool Approval Form

Vetting & intake

005

Vendor Assessment

Security questionnaire

006

IR Playbook

AI incident response

007

Shadow AI Guide

Detect unauthorized AI

NEW

GenAI Controls Guide

Gemini & Copilot controls

Contact Rick Hillman to Access Your Toolkit

rick@ironwoodllc.net • 609-775-6063 • SPELL Safety 360 Program



Something Big Is Here

The question isn't whether AI will transform K-12.
It's whether your district will lead that transformation
or be overwhelmed by it.

Set your AI Framework Now!

Rick Hillman | Ironwood Consulting LLC
Safety 360 Director | SPELL Joint Insurance Fund