The AI Readiness Framework for Schools

A practical guide to assessing and building your school's AI capacity

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Introduction

AI is already in your classrooms, staffrooms, and students' pockets. But many school leaders feel uncertain about where to begin. This framework provides a structured way to assess your school's readiness across five interconnected dimensions, moving beyond technology acquisition toward genuine transformation.

The AI Readiness Framework for Schools was developed through work with international school leaders across diverse contexts. It draws on existing frameworks from UNESCO, the EU, and other organisations, adapted specifically for the school level. It focuses on what school leaders can actually control: their policies, their people, and their practice.

AI readiness isn't a destination. It's a diagnostic. It tells you where you are today, so you can make informed decisions about where to go next. A school with constrained infrastructure isn't "unready." It has a context that shapes which AI strategies make sense.

The Five Dimensions

AI readiness isn't about having the latest technology. It's about having the right foundations in place to use AI ethically, effectively, and sustainably. The five dimensions work together. Strength in one area can't compensate for weakness in another.

#	Dimension	Focus
1	**Leadership & Governance**	Clear accountability, transparent processes, leadership commitment
2	**Policy & Ethics**	Written guidelines, academic integrity, data protection, ethical boundaries
3	**Infrastructure & Resources**	Technical foundation, connectivity, devices, budget
4	**Staff Capacity**	Teacher training, confidence, support structures, critical evaluation
5	**Curriculum & Pedagogy**	AI integration, assessment redesign, student AI literacy

Dimension Details

1 Leadership & Governance

Clear accountability for AI decisions, transparent processes, and genuine commitment from school leadership.

Key questions to ask:

- Who is responsible for AI strategy in your school?
- How are AI-related decisions made and communicated?
- Is there a designated person or team overseeing AI implementation?
- How do you involve teachers, parents, and students in AI governance?

2 Policy & Ethics

Written guidelines that address AI use in teaching, learning, assessment, and administration, with clear ethical boundaries.

Essential policy areas:

- Student AI acceptable use
- Staff AI acceptable use
- Academic integrity and assessment
- Data privacy and third-party tools
- AI in admissions and reporting

3 Infrastructure & Resources

The technical foundation and financial commitment to support AI adoption. Context matters: this dimension doesn't assume 1:1 devices or gigabit connectivity.

Infrastructure considerations:

- Bandwidth for AI applications during peak hours
- Device-to-student ratio for AI-enhanced learning
- Single sign-on and identity management
- Data backup and security systems
- Dedicated budget for AI tools and training

4 Staff Capacity

Teachers and staff have the knowledge, skills, and confidence to use AI effectively, and to teach students how to use it responsibly.

Training priorities (aligned with UNESCO AI CFT):

- AI literacy fundamentals
- Ethical use and academic integrity
- AI for planning and differentiation
- AI-assisted assessment and feedback
- Teaching students about AI

5 Curriculum & Pedagogy

AI is meaningfully integrated into teaching and learning, not as an add-on, but as a transformation of how education happens.

Curriculum integration approaches:

- **Learn ABOUT AI:** How it works, history, societal impact
- **Learn WITH AI:** Using AI tools for research, writing, problem-solving
- **Learn TO EVALUATE AI:** Critical analysis of outputs, bias, limitations
- **Learn TO CREATE WITH AI:** Prompt engineering, human-AI collaboration

Self-Assessment

Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree). Answer honestly based on where your school is today, not where you'd like it to be.

1 Leadership & Governance

		1	2	3	4	5
1.1	We have a designated person or team responsible for AI strategy	○	○	○	○	○
1.2	AI decisions are made through a clear, documented process	○	○	○	○	○
1.3	Leadership actively discusses AI in regular meetings	○	○	○	○	○
1.4	We involve teachers, parents, and students in AI governance	○	○	○	○	○

2 Policy & Ethics

		1	2	3	4	5
2.1	We have a published AI acceptable use policy for staff	○	○	○	○	○
2.2	We have clear academic integrity guidelines for AI use	○	○	○	○	○
2.3	Student data protection is addressed when using AI tools	○	○	○	○	○
2.4	We review and update our AI policies regularly	○	○	○	○	○

3 Infrastructure & Resources

		1	2	3	4	5
3.1	Our internet connectivity reliably supports AI-powered tools	○	○	○	○	○
3.2	Staff and students have adequate device access	○	○	○	○	○
3.3	We have dedicated budget for AI tools and training	○	○	○	○	○
3.4	We have a process for evaluating and procuring AI solutions	○	○	○	○	○

4 Staff Capacity

		1	2	3	4	5
4.1	Staff have received formal AI training	○	○	○	○	○
4.2	Teachers feel confident using AI for planning and feedback	○	○	○	○	○
4.3	Staff can critically evaluate AI outputs	○	○	○	○	○
4.4	We have support structures when teachers encounter AI challenges	○	○	○	○	○

5 Curriculum & Pedagogy

		1	2	3	4	5
5.1	AI is addressed somewhere in our curriculum	○	○	○	○	○

5.2	Students learn WITH AI, ABOUT AI, and TO EVALUATE AI	○ ○ ○ ○ ○
5.3	Our assessments have been redesigned for the AI era	○ ○ ○ ○ ○
5.4	AI is transforming pedagogy, not just replacing existing tools	○ ○ ○ ○ ○

Scoring Guide

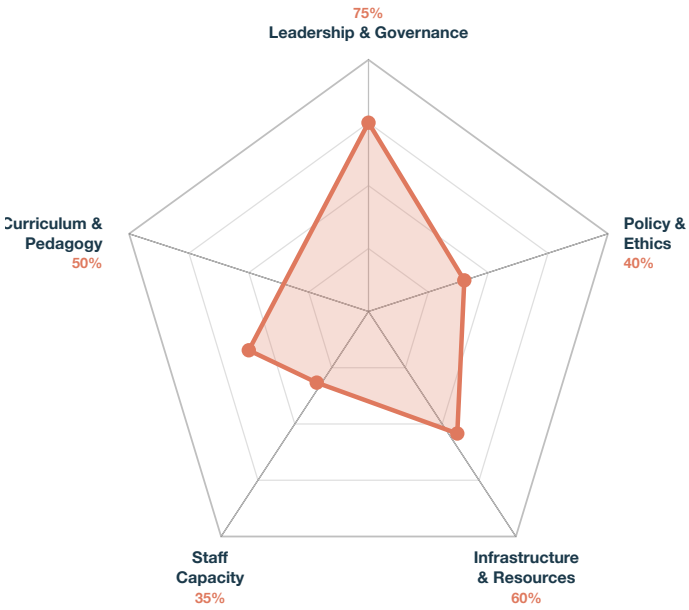
Add your scores for each dimension (4 questions per dimension, max 20 per dimension, max 100 total). Then calculate your percentage.

Dimension	Raw Score (out of 20)	Percentage
1 Leadership & Governance		
2 Policy & Ethics		
3 Infrastructure & Resources		
4 Staff Capacity		
5 Curriculum & Pedagogy		
Overall Total		

Readiness Levels

Score	Level	What it means
0 - 40%	Foundation Building	Focus on governance and policy first. The basics aren't in place yet, but that's fixable. Start with your lowest-scoring dimension.
41 - 60%	Early Adoption	Build staff capacity while strengthening infrastructure. You've started, but progress is uneven across dimensions.
61 - 80%	Active Implementation	Scale what's working and address remaining gaps. Your foundations are solid. Focus on curriculum and pedagogy.
81 - 100%	Transformation	Lead innovation and share your learning with others. You're setting the pace. Help other schools learn from your experience.

Example School Profile



This example shows a school strong in governance but needing to invest in staff training. Your profile shape matters more than your total score.

Quick Wins by Dimension

Every dimension has practical, low-cost starting points. Focus on your lowest-scoring dimension first.

1 Leadership & Governance

- Designate an AI lead (even part-time)
- Add AI to standing leadership meeting agendas
- Create a simple AI decision-making flowchart

2 Policy & Ethics

- Adapt an existing AI acceptable use template
- Run a staff session on academic integrity and AI
- Audit which AI tools are in use and what data they access

3 Infrastructure & Resources

- Test your bandwidth with AI tools during peak hours
- Survey current device availability
- Create an inventory of AI tools already in use

4 Staff Capacity

- Start a voluntary AI exploration group
- Share one AI tool demo per staff meeting
- Partner with a school that is further along

5 Curriculum & Pedagogy

- Pilot AI integration in one subject area this term
- Redesign one assessment to be AI-appropriate
- Run a student AI literacy workshop

Your Action Plan

Based on your assessment results, commit to three actions at different timescales.

Action 1: Within two weeks

A quick win. No budget, no approval needed.

Action 2: This term

May need a conversation or small investment.

Action 3: This academic year

Your strategic move. Be ambitious.