Los Angeles County Office of Education's
AI Implementation Plan

This document represents the next phase in the implementation of Los Angeles County Superintendent Dr. Debra Duardo's forward-thinking mandate to support Los Angeles County Office of Education (LACOE) and L.A. County educators in responsibly implementing the use of artificial intelligence (AI) to support all students, staff and families. LACOE uses the Consortium for School Networking (CoSN) AI Maturity Rubric to assess AI readiness and measure progress.

VISION

LACOE champions a human-led, future-ready workplace where responsible AI augments operational excellence, advances equity and builds the capacity of students and staff to thrive in an AI world. By aligning strategy, technology and human insight, we design systems that work smarter and better serve our communities.

GUIDING PRINCIPLES

- **Responsible AI is Mandatory:** Use AI to augment (not replace) human processes, ensuring that critical thinking and professional judgment remain central in decision-making. All AI applications must keep humans-in-the-loop and strictly adhere to Family Educational Rights and Privacy Act (FERPA) and other relevant data privacy regulations to safeguard personal and sensitive information.

- **Equity-Centered Design:** Design and use AI workflows and tools that address biases and ensure every student and staff member gets the access, support and opportunities they need to succeed.

- **Transparency and Thoughtfulness:** Build trust among the community with transparent AI use, clear policies and guidelines and thoughtful support for our students and staff.

ENTERPRISE OBJECTIVES OVERVIEW

Objective	Why	CoSN Domain
1. Establish Unified AI Governance and Strategic Direction	Build clarity and executive alignment	Leadership, Risk and Security
2. Deliver Scalable Results from AI Pilots and Workflow Redesign	Move beyond experimentation to measurable impact	Move beyond experimentation to measurable impact
3. Strengthen Safeguards Around AI Tools and Vendors	Ensure secure and compliant adoption	Risk and Security
4. Build Organizational and Instructional AI Capacity	Equip all staff and support local education agencies (LEAs)	Organization Capability, AI Literacy

GENERATIVE AI GUIDELINES

Follow the link to view LACOE's *Generative AI in TK-12 Education Guidelines*
https://bit.ly/lacoeai

Los Angeles County Office of Education's
Overarching AI Goal for The Strategic Plan

GOAL *SMARTIE Goal*

By June 30, 2028, 50% of L.A. County's local education agencies will report that 80% of their students, staff and families are equipped with the guidance, training and resources needed to implement responsible, equitable and impactful AI use and literacy as a result of LACOE's AI initiative guidance, training and resources as measured via Project Tomorrow survey data.

INPUTS *What We Invest: Includes people, tools, finance considerations*

- **Leadership Commitment:** Superintendent's Cabinet, AI Governance Council, Division Leaders
- **Staff Time and Expertise:** Technology, EdTech, Ed Services, Legal, Procurement, HR, Student Support, Public Affairs and Communications (PAC)
- **Budget:** For training, AI tools, process improvement resources, communication materials
- **Technology Infrastructure:** AI tools, cybersecurity systems, project management system, data dashboards, trackers
- **Feedback Channels:** From staff, students, families and partners to inform continuous improvement

ACTIVITIES *What We Do and Who We Reach*
Note: Steps focus heavily on 2025-26 since AI continues to change rapidly

Phase 1: Foundation (2025-26)
1. **Governance and Framework Development**
   - Finalize, publish and operationalize LACOE's AI Blueprint, governance framework and responsible use policies
   - Establish clear decision-making authority: AI Governance Council for operational decisions, Cabinet for strategic/budget decisions
2. **Network Building and Pilot Launch**
   - Relaunch AI Innovators Network (for staff) and launch AI Champions (for instructional) to help identify tools, pilot them, to determine whether to adopt the tools organization-wide and to share best practices
   - Launch and document AI Transformation Teams in 3 areas: Help Desk, Procurement and PAC, with tools to track progress, risks and outcomes
   - Launch and document AI instructional pilots for LACOE schools, with tools to track progress, risks and outcomes
3. **Infrastructure and Safety**
   - Establish a system to vet AI tools and vendors to ensure legal and security compliance
   - Strengthen cybersecurity protocols with AI misuse scenarios and staff training
4. **Capacity Building**
   - Identify content to develop professional learning pathways for staff at all levels
   - Draft, review and revise K-12 AI literacy guidance with students, staff and departments
   - Build a Process Redesign Toolkit and distribute countywide

ACTIVITIES (CONTINUED)

Phase 2: Expansion and Refinement (2026-27)

1. **Operational Integration**
   - Establish and operationalize AI Transformation Teams processes to adopt emerging technologies into workflows
   - Integrate responsible AI practices into procurement, legal and risk management workflows
2. **Knowledge Sharing and Scaling**
   - Expand and build the AI Innovators and Champions Networks to foster peer learning and tool testing
   - Create and continue a regular cadence to share successes, lessons learned and outcomes across LACOE and with countywide partners

Phase 3: Leadership and Sustainability (2027-28)

1. **External Leadership**
   - Share LACOE's AI transformation process with L.A. County LEAs and support them in their own AI adoption and literacy on an ongoing basis through 2027-28
2. **Continuous Adaptation**
   - Each year assess the environment and progress and adapt the plan accordingly through 2027-28
   - Conduct annual review with decision triggers: technology shifts requiring investment, regulatory changes and staff satisfaction with AI governance

Who We Reach

Internal: Students, certificated and classified staff and Executive Cabinet
External: LEA partners, County Office of Education networks, peer organizations, families and community stakeholders

SHORT-TERM OUTCOMES (2025-26)

- AI governance structures fully operational with clear decision-making authority documented and Cabinet reporting established
- AI strategy, responsible use framework and process redesign toolkit published and adopted
- Initial AI Transformation Teams processes completed with documented outcomes in Help Desk, Procurement and PAC
- AI misuse scenarios integrated into cybersecurity protocols; targeted staff trained
- AI Professional Learning pathways launched for all roles; Innovators and Champions Networks relaunched
- K-12 AI literacy guidance drafted and aligned with statewide and national frameworks
- Staff AI confidence baseline established through survey (target: 60% report feeling confident in responsible AI use)

CoSN Maturity Evidence
Achieve Developing Level in three priority domains: Leadership, Risk and Security, Operational Readiness, Equity and Data Governance domains

INTERMEDIATE OUTCOMES (2026-27)

- Responsible AI practices embedded into procurement, legal, risk management workflows
- Equity-centered AI literacy guidance finalized, adopted and implemented in K-12 spaces
- LACOE divisions demonstrate operational efficiency quantifiable operational efficiency gains (target: 15% improvement in key metrics)
- Staff AI confidence reaches 75%; AI professional learning pathways refined based on feedback
- Gains and service improvements through AI
- Staff confidence in responsible AI use increases; AI professional learning pathways refined based on feedback
- Toolkit and AI governance practices recognized regionally as a model for responsible innovation
- Cross-division collaboration strengthens, with AI considerations normalized in planning

CoSN Maturity Evidence
Maintain Developing Level in initial three domains; advance two additional domains (Equity, Data Governance) to Developing

LONG-TERM OUTCOMES (2027-28)

- L.A. County LEAs report they have the information and resources they need for AI implementation
- AI governance, safeguards and reporting fully institutionalized and adaptable to evolving technologies
- Measurable, sustained impact: 20%+ improvement in operational efficiency, documented instructional innovation outcomes
- AI literacy embedded in both staff professional learning and student learning; equitable access ensured
- AI Innovator and Champions Networks institutionalized as an innovation leadership pipeline
- AI Implementation Tracker, Process Redesign Toolkit and governance resources scaled and shared across counties as best practices
- Responsible AI practices influence policy conversations at state and national levels

CoSN Maturity Evidence
Achieve Mature Level in Leadership and Risk and Security; Developing Level maintained across all other domains

ASSUMPTIONS

- Leadership maintains commitment to responsible AI as a strategic priority
- Staff engagement grows with clear benefits, transparent governance and inclusive opportunities
- AI technology continues evolving in ways that require active governance and learning
- Community and LEA partners seek clear models for responsible AI adoption
- LACOE's governance structures are resilient enough to sustain AI work through change

EXTERNAL FACTORS

- Evolving federal, state and local regulations on AI, privacy and cybersecurity
- Shifts in public expectations and discourse around AI risks and opportunities in education
- Technological advances requiring agile policy and procedural updates
- Availability of high-quality AI tools and partners aligned to educational values
- Budget fluctuations impacting technology and training investments