



Building AI Capacity Across Classrooms, Leadership, and Systems

The Narrative

Lynwood Unified School District recognized that artificial intelligence is not simply a classroom tool. It represents a transformational shift affecting instruction, operations, leadership, and ultimately the direction of the modern workforce. As a district serving a multilingual and historically underserved community, we understood early that waiting to respond to AI would risk widening opportunity gaps. Instead, we made a deliberate decision to proactively build districtwide AI capacity so our students would not fall behind in the skills that will define their futures.

Our approach has been systemic rather than isolated. Rather than launching a single event or pilot in one classroom, LUSD committed to building AI integration across instruction, student enrichment, and administrative systems simultaneously. The goal is clear: ensure that students and educators are not passive consumers of artificial intelligence, but empowered designers, ethical users, and strategic innovators. To support this vision, LUSD expanded its existing partnerships with Playlab, Wayground (formerly Quizizz), and Khan Academy while securing OpenAI access for district staff. Providing equitable access to high-quality AI tools at the district level ensured that implementation would not depend on individual site budgets or teacher familiarity. AI professional development has been embedded into teacher work days and summer learning opportunities, creating space for educators to experiment, collaborate, and design responsibly.

Select AI pilot teachers are now actively building learning experiences alongside their students. In these classrooms, students use AI to deepen inquiry and research, co-create writing and academic projects, analyze AI-generated outputs critically, and strengthen problem-solving skills. AI is not treated as a standalone subject or novelty. Instead, it is embedded into core academic experiences, where student thinking always takes precedence over tool usage. The emphasis remains on intellectual rigor, questioning, and evaluation.

Beyond the classroom, LUSD launched an AI after-school program for middle school students to provide structured early exposure to artificial intelligence. In this space, students explore foundational AI concepts, experiment with prompt engineering, build simple AI-supported projects, and engage in discussions about ethics, bias, and responsible use. The program creates a safe environment for experimentation while reinforcing digital literacy and critical thinking. For many students, this is their first opportunity to see themselves not just as users of technology, but as creators working with emerging systems.

AI integration also extends into district leadership and school site operations. Administrators are leveraging AI to streamline workflows, draft communications, build internal tracking systems, and prototype automation tools that reduce operational burden. By thoughtfully incorporating AI into site management processes, leaders are reclaiming time and increasing their capacity to focus on students, staff support, and instructional leadership. AI tools are used to reduce instructional barriers, support multilingual learners, provide scaffolding, and expand access to advanced learning opportunities.



regardless of zip code. Our implementation model reflects the belief that innovation must serve equity, not complicate it.

Early outcomes demonstrate meaningful progress. Staff across the district now have direct access to OpenAI tools. AI pilot classrooms are actively integrating AI into instruction. A middle school AI after-school program is operational and expanding student exposure. Administrators are building and testing AI-supported workflow tools that increase efficiency. Most importantly, cross-site collaboration has grown as educators and leaders collectively refine what responsible, thoughtful AI integration looks like in practice. LUSD's AI strategy is still evolving, but its foundation is strong. By building capacity across classrooms, enrichment programs, and operational systems simultaneously, the district is creating a sustainable model for AI literacy that is ethical, equitable, and future-focused.

The Process

Phase	Timeline	Key Actions	Impact
Exploration & Visioning	2023	AI Collaborative discussions	District alignment on AI direction
Capacity Building	Summer 2024	AI PD & Summer Institute	Teacher readiness increased
Staff Access Expansion	2025	OpenAI licenses for staff	Equitable AI tool access
Classroom Pilots	2025	AI pilot teachers implement lessons	Student AI literacy growth
Student Enrichment	2025	Middle school AI after-school program launched. Begin student building in select classrooms	Early AI exposure
Administrative Integration	2025	Leaders build AI workflow tools	Operational efficiency gains