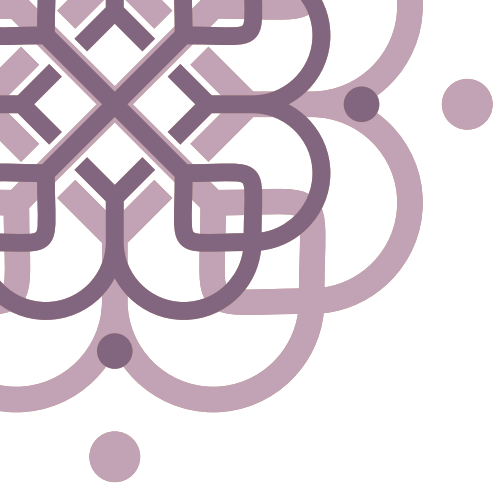# AI IN ACTION:
A SCHOOL'S SUCCESS STORY

Good Shepherd Lutheran College, NT

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Background

Good Shepherd Lutheran College, NT sought to equip its teaching staff with the knowledge and confidence to integrate AI into their professional practice effectively. Facing uncertainty and hesitation about AI use, the school engaged in a virtual professional development series designed to clarify misconceptions, provide practical tools, and foster a culture of critical engagement with AI technologies.

Challenges

Prior to the PD, staff faced several key challenges:
- Uncertainty about the validity and ethical use of AI in education.
- A lack of clarity on AI processes and potential applications.
- Perceived lack of "permission" to use AI, leading to hesitation.
- Fear of over-reliance on AI without applying critical thinking.
- Limited understanding of how to structure prompts effectively.

"Teachers needed structured guidance to effectively use AI in curriculum planning."

Impact

Following the PD sessions, significant improvements were observed in both staff confidence and AI adoption across the school:

- **Widespread Engagement:** Every team experimented with AI tools, leading to increased familiarity and comfort.

- **Increased Confidence:** Staff felt more empowered and assured in using AI responsibly.

- **Strategic Implementation:** AI use shifted from uncertainty to informed application.

- **Expanded Awareness:** Teachers explored additional AI tools broadening their resource toolkit.

- **Integration into Curriculum Planning:** AI was successfully utilised in learning areas like Christian Studies and fitness planning.

"Confidence levels increased from 2.38 to 3.46 after PD sessions."

Results

Before the workshops, staff rated their AI confidence at 2.38/5. After the PD, it rose to 3.46, showing the training's impact in demystifying AI and empowering educators. Participants found the sessions engaging (4.28/5) and highly applicable (4.4/5), with overall satisfaction at 4.42/5, reinforcing the value of this learning experience.

"AI is not "cheating" - it enhances capability, curiosity, and critical evaluation."

Key Insights from Participants

Teachers found the professional development useful for:
- Structuring prompts to get better AI-generated results.
- Reverse engineering prompts to refine AI outputs.
- Saving significant time in lesson planning and resource creation.
- Connecting curriculum standards with lesson design and assessment.
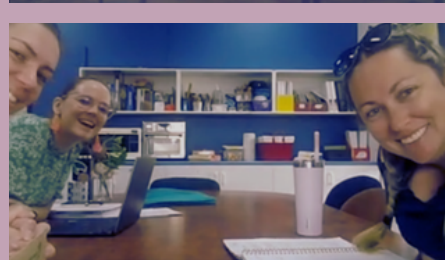- Increasing confidence in using AI for planning and critical thinking..

"As a specialist teacher, I used to spend hours creating relief lesson plans, which was difficult when unwell or pressed for time. Now, with AI, I can generate a high-quality plan in under an hour."

Tangible Improvements in Staff Skills and Performance

Teachers demonstrated enhanced skills in:
- **Prompt Engineering:** Increased ability to craft effective prompts for tailored results.
- **Curriculum Planning:** AI-supported lesson planning, reduced workload and improved lesson quality.
- **Collaborative Discussions:** AI integration became a topic of professional dialogue in team meetings.

One specific success story involved a staff member who previously struggled with planning a fitness session but, with AI-generated guidance, developed a toolkit for effective implementation.

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Recommendation for Other School Leaders

School leaders considering this PD for their staff can expect a transformative impact. As the three Heads of Junior School put it:

- "This is well worth it – a great conversation starter."

- "It allows leadership to 'control the narrative' around AI use while reducing teacher workload."

- "By providing structured prompts, we ensure consistent, high-quality outcomes aligned with curriculum standards."

- "Having an external facilitator encourages staff to be critical users of AI beyond the usual leadership voices."

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Conclusion

Good Shepherd Lutheran College's experience demonstrates that with the right professional development, schools can empower their staff to use AI effectively, confidently, and responsibly.

"Empowering teachers through structured AI training is an investment in the future of education."

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