

# Leading the Shift

How School Leaders Shape Their School's Relationship with AI

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**Dave Armstrong**

Principal, Wangaratta High School

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🌐 [whs.vic.edu.au/ai](https://whs.vic.edu.au/ai)

In 30 minutes...

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01

The Wake-Up Call

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02

How I Think About AI (at the moment)

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03

The Toolkit & Tools I Made

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04

Responsibility

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05

What to Do on

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Monday

# Your School **Already** Has a Relationship with AI

94%

Students using AI

Already using AI for assessed work — right now

1,500+

Victorian Gov Schools

No tools provisioned yet

📄 Schools will not have a neutral relationship with AI. They will either **lead it** — or be **led by it**.

(HEPI/Kortext Student Generative AI Survey - UK university students. No good Australian data set yet)

# How Fast Did It Happen?

Years to reach 50 million users

 Airplanes

**68 yrs**

 Internet

**7 yrs**

 Facebook

**3 yrs**

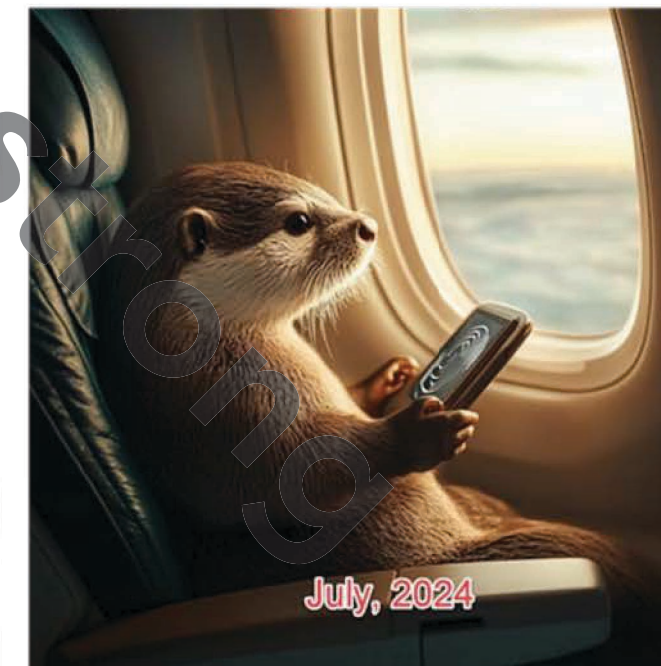
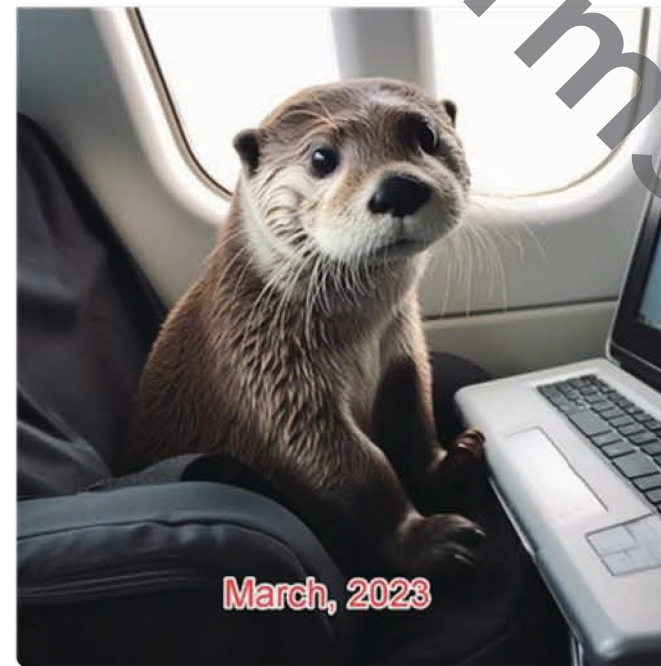
 Generative AI

**5 wks**

# The Exponential Improvements Are Hard to Visualise: Otters Can Help

Same prompt:

**"otter on a plane using wifi"**



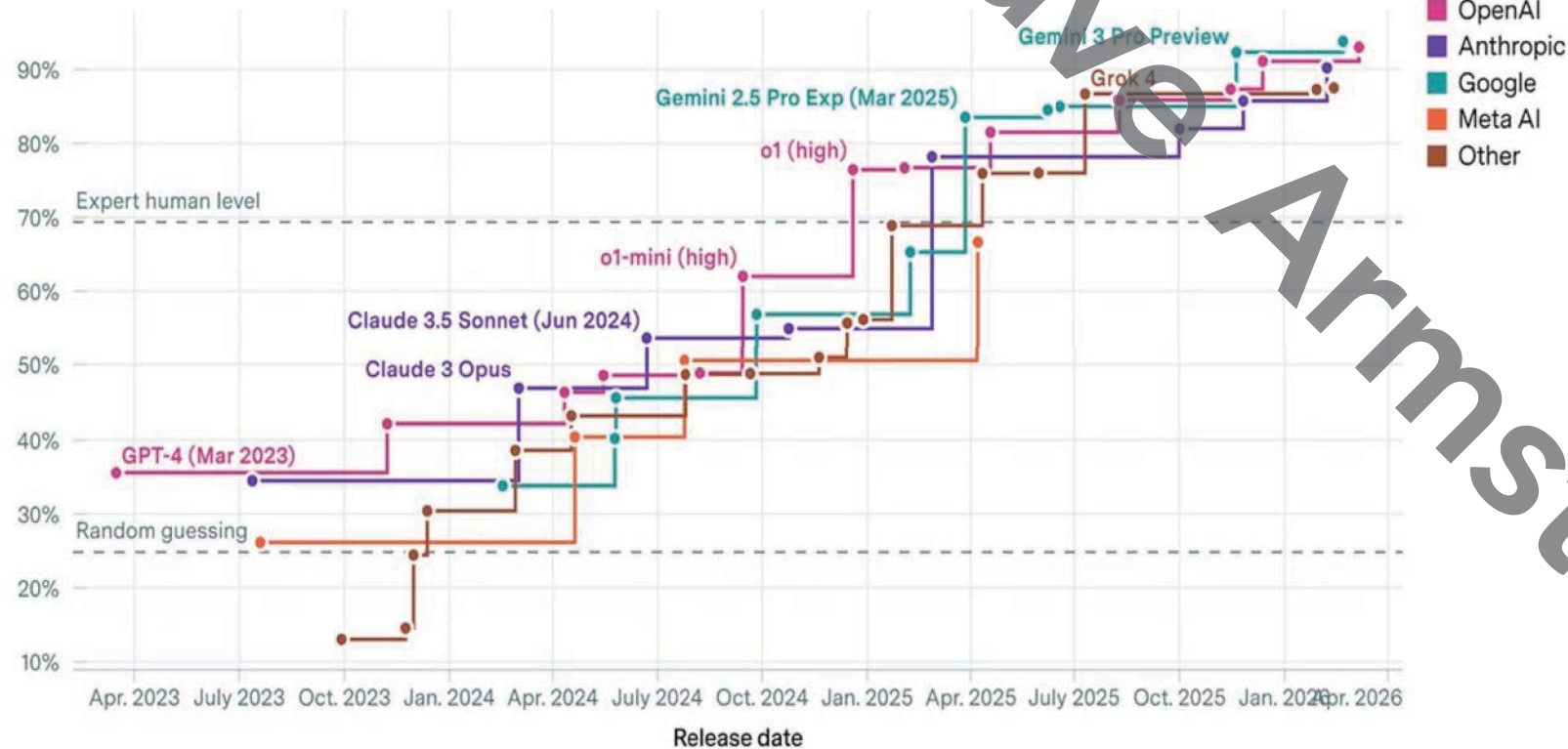
Prompt: "A documentary about how otters view Ethan Mollick's "Otter Test" which judges AI's by their ability to create images of otters sitting in planes"



# THE WAKE-UP CALL

AI performance on a set of Ph.D.-level science questions

GPQA Diamond accuracy



# AI: It's Smarter Than You Think

Graduate-Level Google-Proof Q&A Benchmark.  
Ph.D level questions

**34%**

**Non-experts**

With full Google access

**~70%**

**PhD experts**

In their own domain

**39%**

**Best AI (late 2023)**

Just 18 months ago

**92%**

**Best AI (early 2026)**

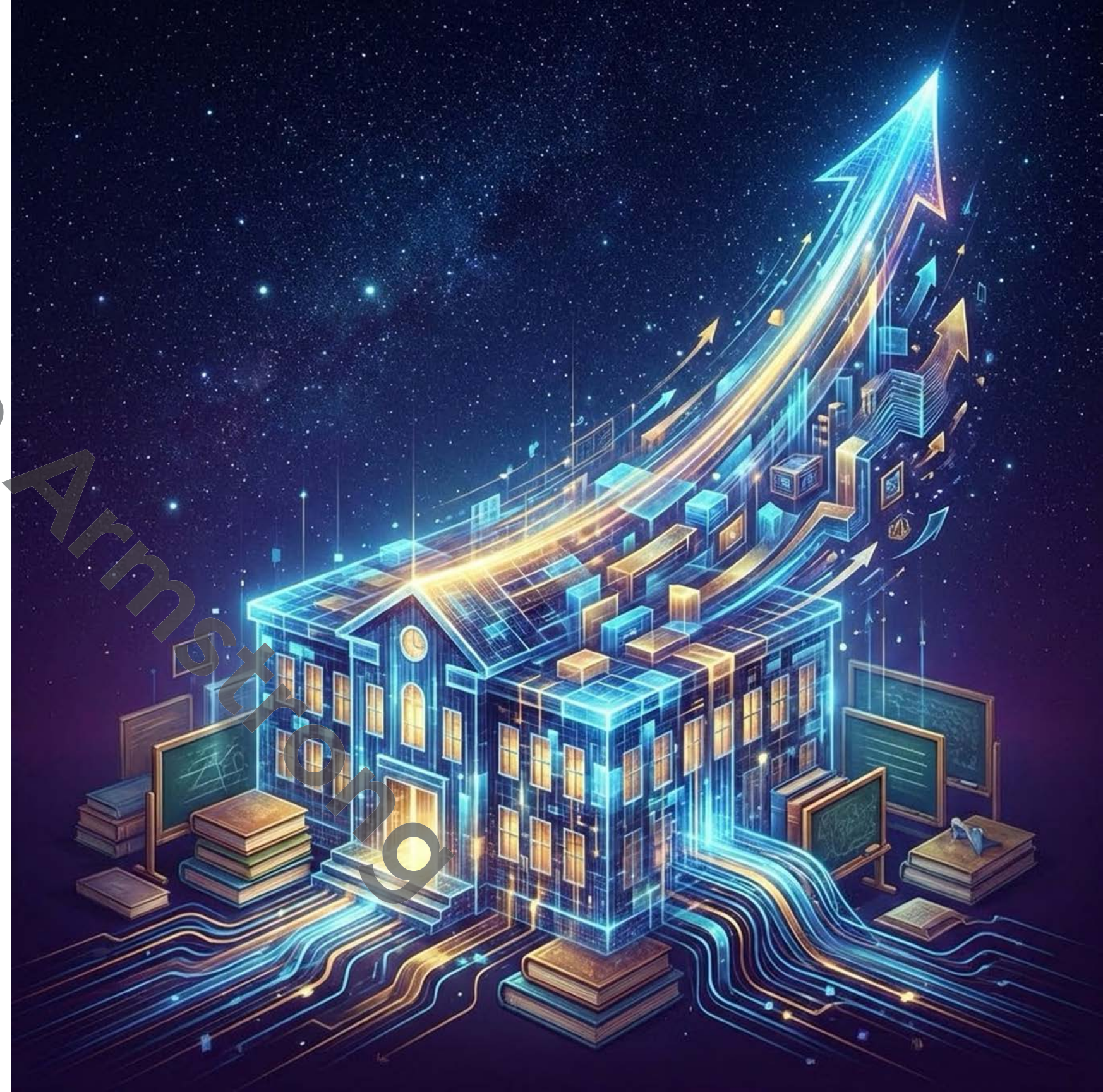
Surpassed human experts

# This Is Not a Future Problem

Everything in this presentation **exists right now**.

If AI development stalled today, it would **still reshape the landscape of education and the future** our students will inherit.

But the **pace of change is only accelerating**



# An overly enthusiastic work experience student



The best mental model for AI:

→ **Capable and keen**

But inexperienced

→ **Confidently wrong**

Needs close supervision

→ **Brief it into a frenzy**

Instructions. What to do, what not do. Explain the output you want. Get it to ask you questions.

→ **Improves dramatically**

When you give clear, specific feedback, and then feedback, and feedback

**Do not accept its first draft.**

# Stay in the conversation

The power is not in the first prompt. It's in the **back-and-forth**.

Forget prompt engineering — that was 2023. **Just talk to it.**

**141K**

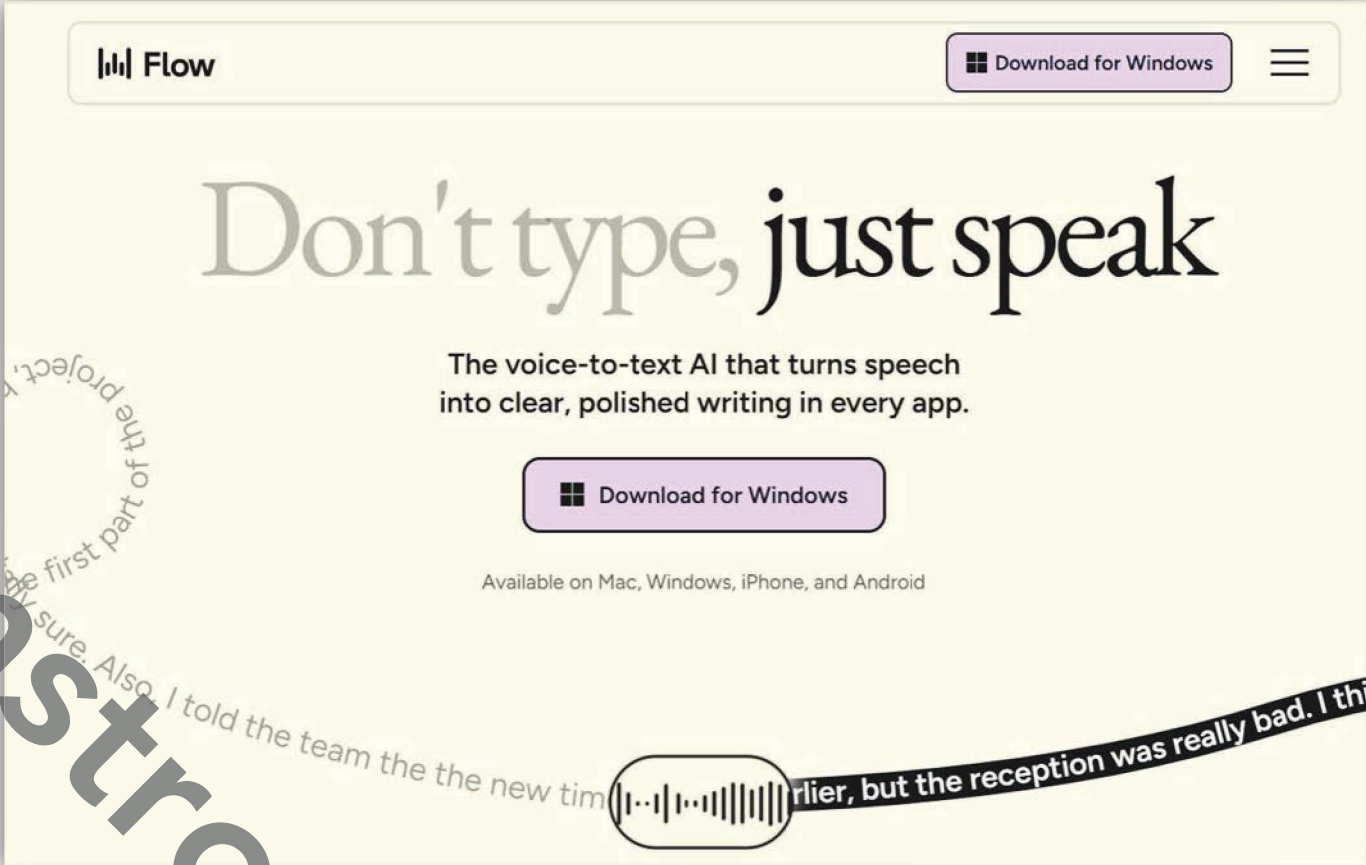
**Words dictated**

In just 7 weeks via Wispr Flow

**146**

**Words per minute**

It's conversation, not a command



# Curiosity - we used to have search engines, now we have **answer engines**

## Curiosity

AI activated a new way of asking questions. Ask **how to solve problems** rather than searching for existing solutions.

**I've never asked so many questions in my life.**

I ask how to solve things now rather than searching for other people's solutions

HOW TO THINK ABOUT IT

# Curiosity Generates. Taste

## Taste

AI generates volume. Your value is **judgment** — knowing which output is good.

The skill is being able to say: "**that one**" or "**give me more options**"

Don't tolerate "**AI slop**"

# Iteration

## Ship at 80%

Don't wait for perfect

## Learn Fast

Real feedback beats  
preparation

## Iterate Again

Great work rarely starts great

Every tool I'm about to show you **started rough and got better.**

# Most have only scratched the surface

## It's not a chatbot

Its an interface

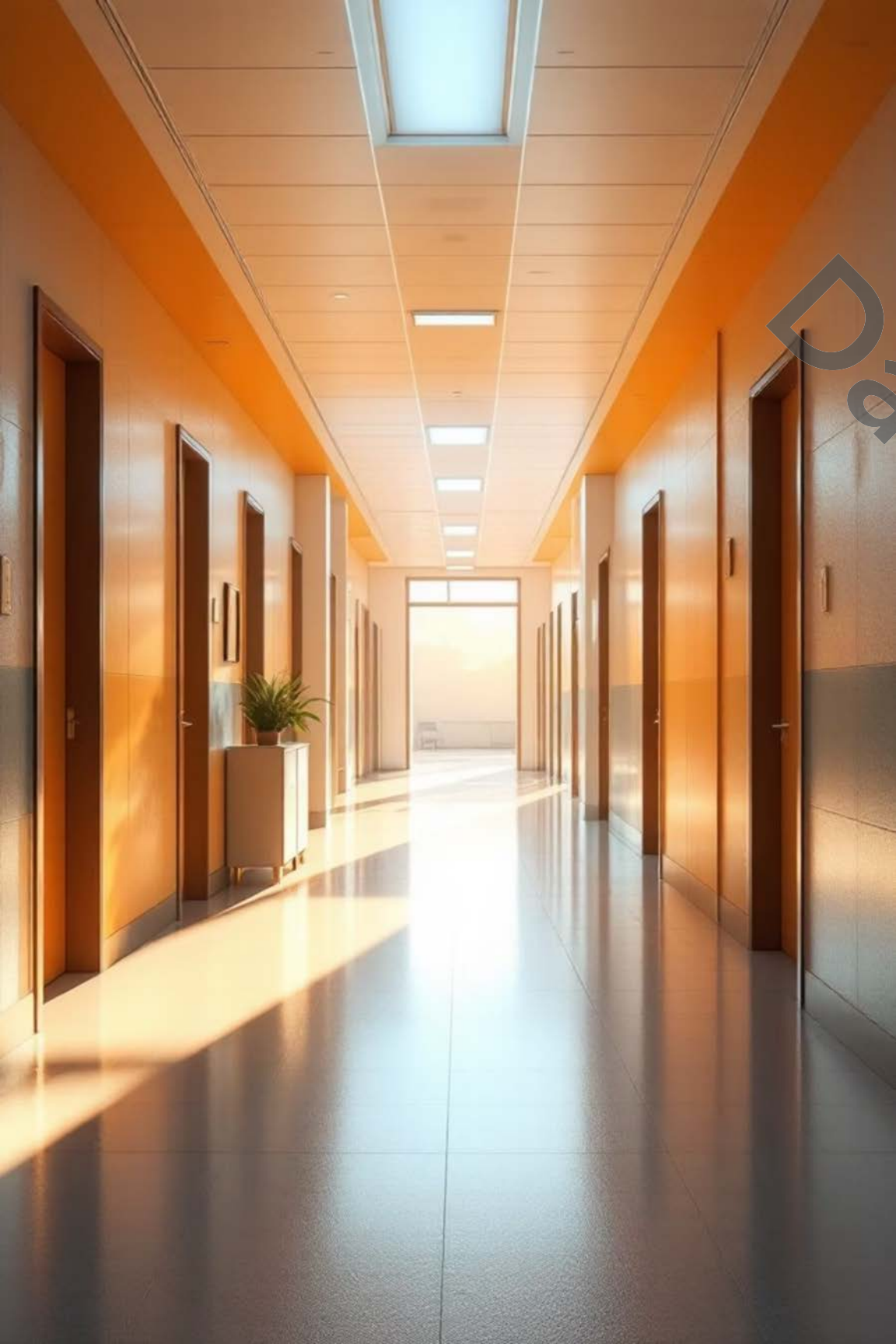
## Everything on a computer happens by code

AI writes code

Anything that can be done on a computer = can be done by AI

## It can also ...

- Remember context across a conversation and adapt to your needs
- Fill in forms, navigate websites, and take actions on your behalf
- Write and run code to automate tasks
- Reason through complex problems step by step, **including your problems!**




# The Leadership Imperative


"It's impossible to lead change around something you haven't experienced firsthand."

Leon Furze

So here is what I experienced.

# Tools Available to Every Leader Right Now

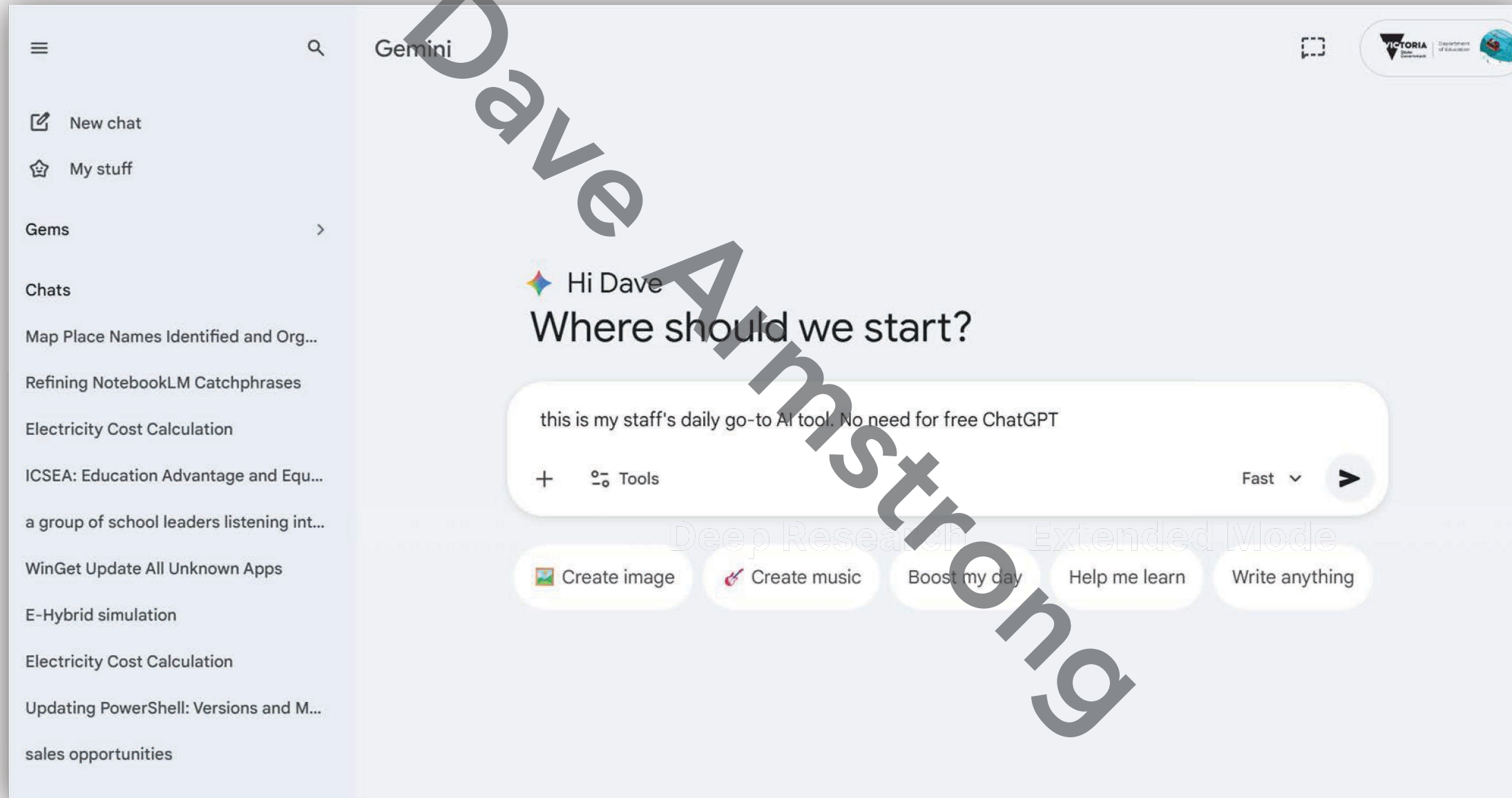
 **30 minutes**  
That's all it takes to start

 **Curiosity**  
Your most important tool

Prompt: "Hey Claude, can you do a quick scan and list all the different versions of Microsoft Copilot since 2023? Asking for a friend"

Product Family	Product/Version	Launch Date	Status	Price	Key Details	
Consumer Copilot (Personal AI)	Bing Chat	Feb 2023	Replaced	Free	GPT-4 powered chat in Bing/Edge. The "Sydney" era.	
	Bing Chat Enterprise	Jul 2023	Replaced	\$5/user/month	Commercial data protection for Entra accounts. Also included in M365 E3/E5.	
	Microsoft Copilot (rebrand)	Sep 2023	Active	Free	Unified branding across Bing Chat, Windows Copilot, Edge. New logo.	
	Copilot mobile apps (iOS/Android)	Dec 2023	Active	Free	Standalone consumer apps for mobile.	
	Copilot Pro	Jan 2024	Active	\$20/user/month	Priority models, GPT Builder, Copilot Labs, higher-res images.	
	Copilot Voice / Vision / Think Deeper	Oct 2024	Active	Free (Feb 2025)	Voice conversations (GPT-4o), webpage understanding, reasoning (o1). In Pro-only.	
	Copilot Daily	Oct 2024	Active	Free	Voice morning briefing: news, weather, schedule.	
	Copilot Labs	Oct 2024	Active	Pro only	Early access program for experimental features.	
	Copilot Fall Release (Mico + 12 features)	Oct 2025	Active	Free / Pro	Mico avatar, Groups (32 users), Imagine, Real Talk, Memory, Connectors, Actions, Health, Learn Live.	
	GPT-5 default model	Dec 2025	Active	Free	GPT-5 powers all Copilot Chat by default. GPT-5.2 added Jan 2026.	
Microsoft 365 Copilot (Enterprise productivity)	M365 Copilot (announced)	Mar 2023	Active	\$30/user/month	AI across Word, Excel, PowerPoint, Outlook, Teams, OneNote, Loop.	
	M365 Copilot (GA)	Nov 2023	Active	\$30/user/month	Generally available for enterprise. Requires E3/E5/Business Standard/Pre.	
	Wave 2	Sep 2024	Active	Included	Major update: GPT-4o, Copilot Pages, enhanced app integration.	
	Copilot Pages	Sep 2024	Active	Included	Collaborative AI content surfaces built on Loop infrastructure.	
	Copilot Notebooks	May 2025	Active	Included	In OneNote. Grounds Copilot on collected notes, docs, recordings. Audio overviews.	
	Researcher + Analyst agents	May 2025	Active	Included	Reasoning agents for deep research and data analysis. Frontier program.	
	Agent Mode in Office	Nov 2025	Active	Included	Agentic document creation in Word, Excel, PowerPoint. "Vibe working."	
	Bing Chat Enterprise	Jul 2023	Replaced	Free (with Entra)	Original name. Commercial data protection.	
	Microsoft 365 Copilot Chat	Jan 2025	Active	Free (with Entra)	Rebrand. Web-grounded chat + enterprise data protection + agents. NOT same as M365 Copilot.	
	GitHub Copilot (preview)	Jun 2021	Replaced	Free preview	AI pair programmer. Code completion in VS Code.	
GitHub Copilot (GA)	Jun 2022	Active	\$10-19/month	Subscription service. Individual and Business tiers.		
GitHub Copilot for Business	Feb 2023	Active	\$19/user/month	Enterprise tier with org-wide policies.		
GitHub Copilot Chat (GPT-4)	Nov 2023	Active	Included	IDE chat interface upgraded to GPT-4.		
GitHub Copilot Free	Dec 2024	Active	Free (limited)	Free tier with limited functionality.		
Agent Mode	Feb 2025	Active	Included	Autonomous coding: executes commands in VS Code. Multi-model (GPT-4o, Claude, Gemini).		
Coding Agent	May 2025	Active	Included	Cloud dev environment via GitHub Actions. Creates PRs autonomously.		
Copilot Spaces	2025	Active	Included	Collaborative context containers for code, docs, issues.		
Copilot CLI	2025	Active	Included	Terminal-based agentic coding. Specialized agents, MCP support.		
Copilot Studio (Agent builder)	Power Virtual Agents	2019	Replaced	Standalone	No-code chatbot builder. Predecessor.	
	Microsoft Copilot Studio	Nov 2023	Active	Included w/ M365 Copilot or standalone	Low-code platform for building custom copilots/agents. Replaced PVA.	
	Autonomous agents (preview)	Nov 2024	Active	Consumption-based	Event-triggered agents. Pay-as-you-go via Azure SCUs.	
	Computer Use	May 2025	Active	Consumption-based	Agents interact with any GUI (websites, desktop apps).	
Copilot Studio Lite	2025	Active	Lower tier	Simplified entry point for low-code agent development.		
Azure Copilot	Azure Copilot	2023-2024	Active	Free	AI assistant for cloud management. CLI/PowerShell generation. Cost/recommendations. Agentic capabilities added 2025.	
	Copilot in Windows	Windows Copilot (announced)	Jun 2023	Replaced	Free	AI in Windows 11 taskbar. Renamed to Microsoft Copilot Sep 2023.
	Copilot in Windows 11	Dec 2023	Active	Free	Rolled out via Patch Tuesday. Win+C shortcut. Copilot key Jan 2024.	
Copilot in Edge	Copilot on Windows (Fall 2025)	Oct 2025	Active	Free	"Hey Copilot" wake word. Copilot Vision. Deeper OS integration.	
	Copilot sidebar in Edge	Oct 2023	Active	Free	AI chat panel in Edge browser. Page summaries, Q&A.	
	Copilot Mode in Edge	Jul 2025	Active	Free	AI browser mode: chat/search/navigate per tab. Cross-tab reasoning.	
Copilot in Power Platform	Copilot Actions + Journeys	Oct 2025	Active	Free (US preview)	Agentic browsing: bookings, form filling, email management. Session mem.	
	Copilot Vision in Edge	Dec 2024 (preview)	Active	Free / Pro	Real-time webpage understanding and conversation.	
	Copilot in Power Apps	2023	Active	Included	Natural language app building. Plan designer (preview 2024).	
Copilot in Power Platform	Copilot in Power Automate	2023	Active	Included	AI-assisted workflow automation.	
	Copilot in Power Pages	2023	Active	Included	AI website/webpage creation and content generation.	

# Google Gemini



# Gemini for Workspace Pilot

## Evaluation Framework

*Measuring Capability Expansion Across Teaching and Non-Teaching Staff*

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*Prepared by Dave Armstrong, Principal, Wangaratta High School. September 2025*

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### PILOT OBJECTIVE

This pilot provides Wangaratta High School staff with access to enterprise AI tools already deployed and in use by educators across Australia and internationally. While many schools have adopted these technologies independently, Department of Education schools have not yet had formal access to evaluate their potential within a government school context. The pilot aligns with the Australian Government's National AI Plan (December 2025), which identifies education as a priority sector and emphasises equitable distribution of AI benefits—particularly relevant for a regional Victorian school.

This pilot positions teachers and Education Support staff as professional evaluators of these tools, not passive recipients of technology change. The primary success indicator is capability expansion: whether staff are able to execute high-value tasks they previously could not do, would not have attempted, or would have required external support to complete. Time savings, while welcome, are insufficient as a measure of success. Wangaratta High School is the first and currently only Department of Education school with access to Google's enterprise AI suite. The findings will inform broader Department decisions about rollout, training requirements, and policy development.

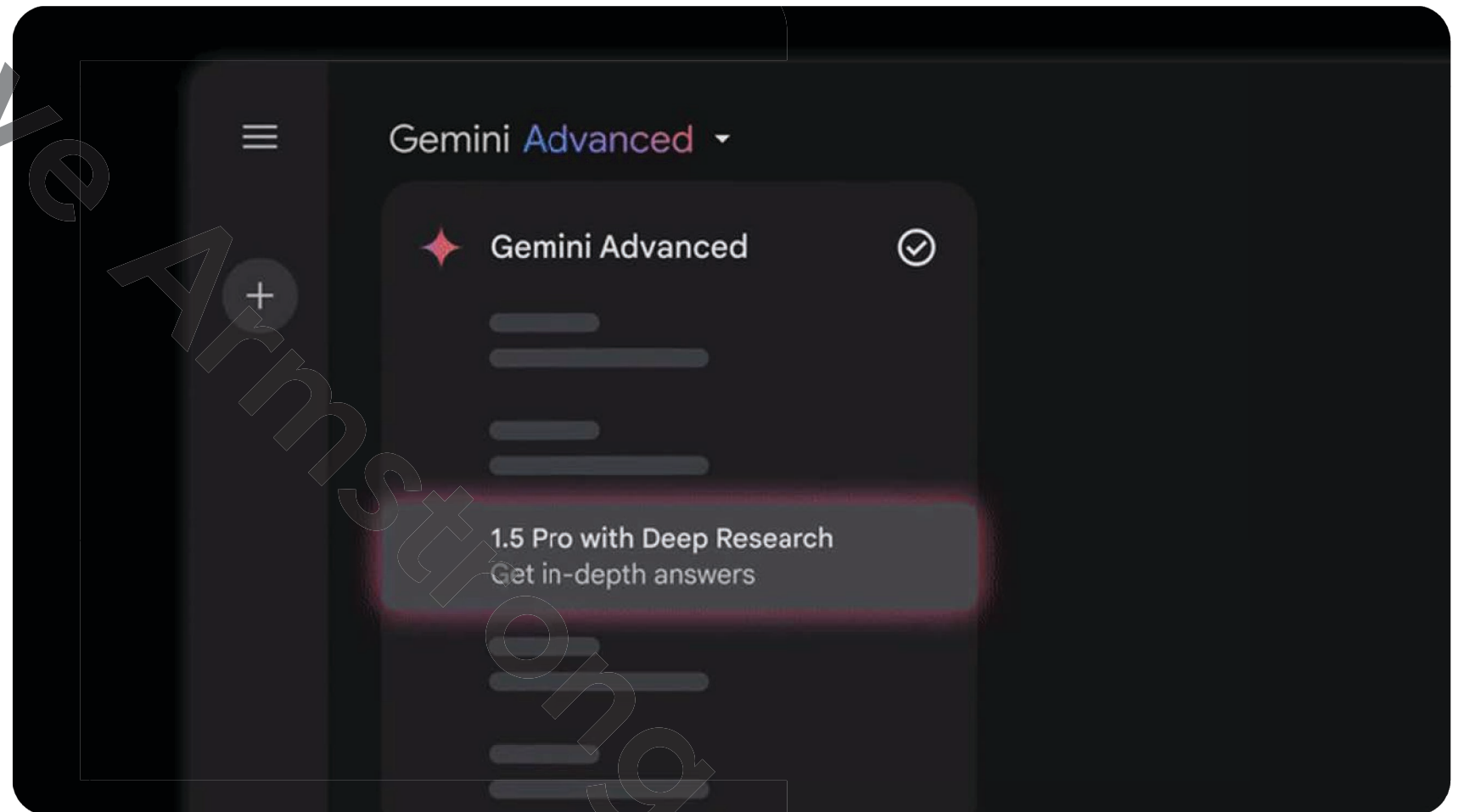
### DEPARTMENT ENDORSEMENT

This pilot has been endorsed by the Department of Education's Chief Information Officer, Elizabeth Wilson, with the support of the Secretary. The CIO has confirmed that the Department's security team has approved the pilot proceeding at Wangaratta High School while a broader security assessment is conducted.

# Gemini Deep Research

Generate in-depth reports in minutes

Get up to speed on just about anything with Deep Research, an agentic feature in Gemini that can **automatically search up to hundreds of websites** on your behalf, think through its findings, and create insightful multipage reports with citations.

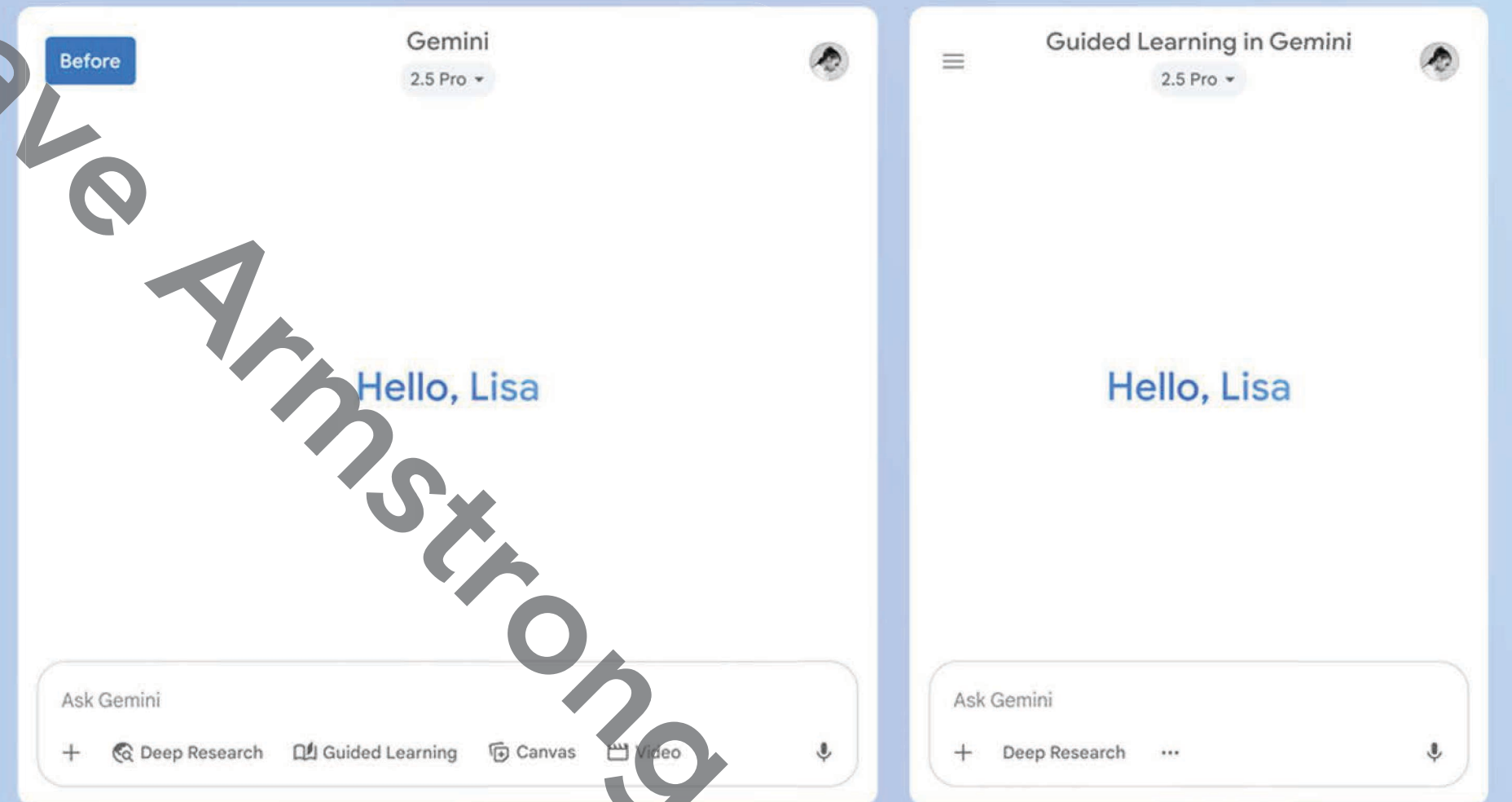


# Guided Learning

Go beyond answers and build a deep understanding

Guided Learning encourages participation through probing and open-ended questions that spark a discussion and provide an opportunity to dive deeper into a subject. The aim is to help you build a deep understanding instead of just getting answers.

Guided Learning breaks down problems step-by-step and adapts explanations to your needs – all to help you build knowledge and skills.



## THE TOOLKIT

# NotebookLM

This is not just another AI tool. The only AI research partner that answers exclusively from the documents you provide.

It becomes grounded in **your sources** — not the open internet. A **research partner** that only knows what you give it

The screenshot displays the NotebookLM interface for a notebook titled "Real Schools Restorative Practice 2.0". The interface is divided into three main sections: Sources, Chat, and Studio.

**Sources:** A list of 22 sources is shown, including PDFs and web pages related to restorative practice. A "Deep Research completed!" notification indicates that 22 sources were discovered.

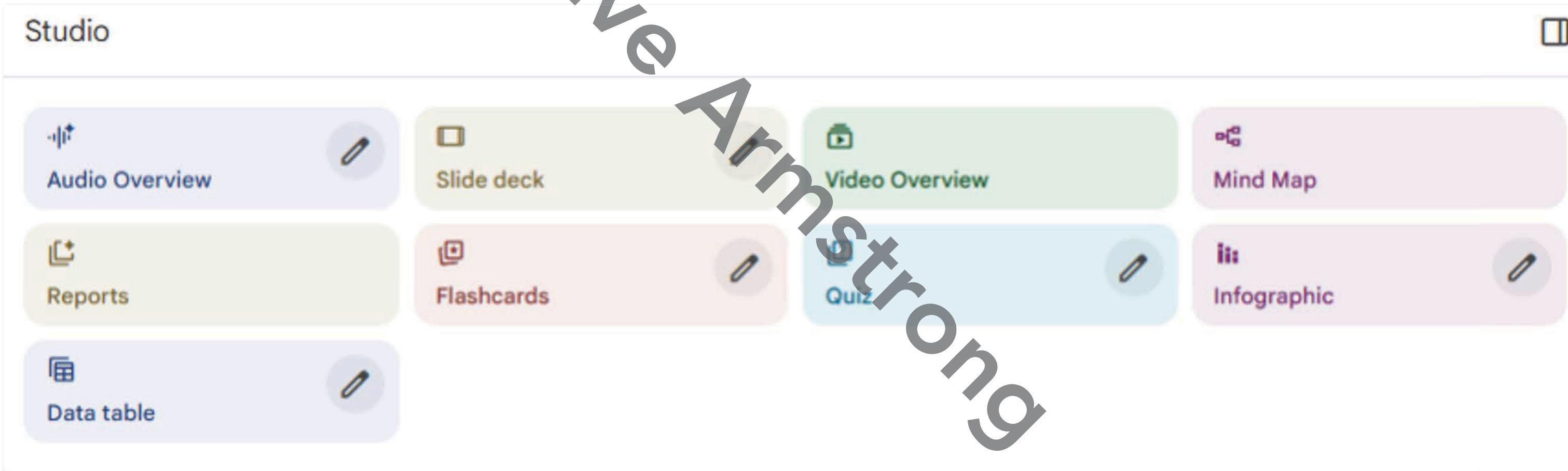
**Chat:** A chat window shows a query: "between 2 and 15 minutes". The AI response is a table of circle types:

Circle Type	Goal	Focus	Typical Duration
Check-In Circles	To get students to communicate how they are feeling 8 .	Present 13 .	2-7 min 8 .
Check-Out Circles	To get students to reflect on their feelings about a situation, contribution, effort, or attitude 16 .	Past 16 .	2-7 min 16 .
Preparation Circles	To prepare students for a new challenge, change, standards, or events 20 .	Changes and Challenges 17 .	5-15 min 17 .
Response Circles	To help students restore something that has gone wrong or respond to unforeseen circumstances (e.g., injury or death) 18 21 .	Respond after a situation 18 .	5-15 min 18 .
Learning Circles	To check for understanding, prior knowledge, or to introduce new content or tasks 19 .	High Quality Instruction 19 .	5-15 min 19 .

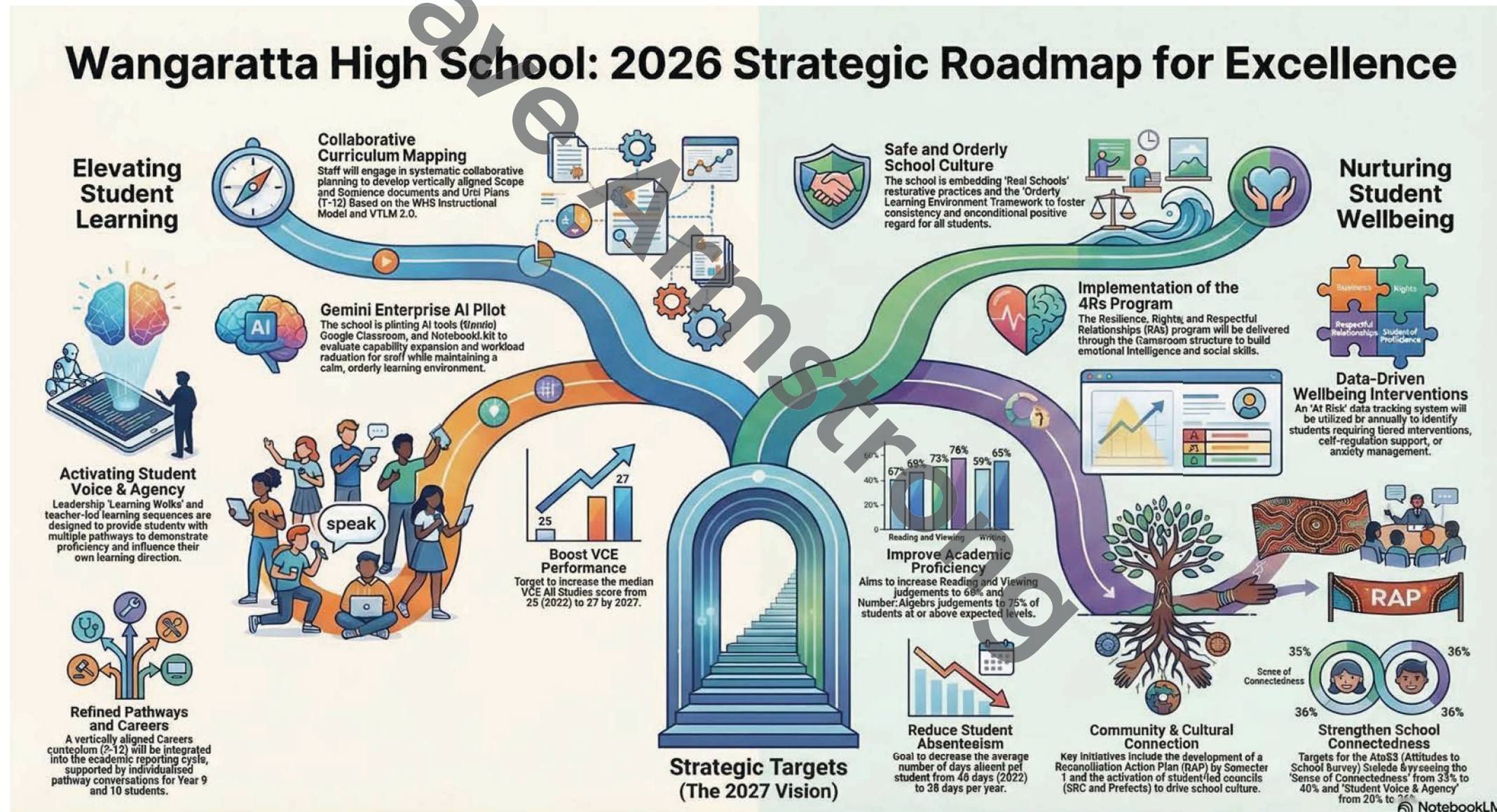
Below the table, the chat shows a follow-up question: "The term 'circle' is also used in the context of the W20 Club activity, where, at the end of the day, team members come together and everyone puts their hand into the middle of the circle 22 .".

**Studio:** A collection of AI-generated content is shown, including "Discipline Meets Restoration", "Restorative Circles: Principles, Practice, and Types", "New Teacher's Guide to RP", "Culture Quiz", "Affective Language: Cornerstone of Restorative...", "Affective Language: The Accent of Empathy", "Restorative Practice Quiz", and "Restorative Flashcards".

# NotebookLM - studio skills



# NotebookLM - example infographic from my sources



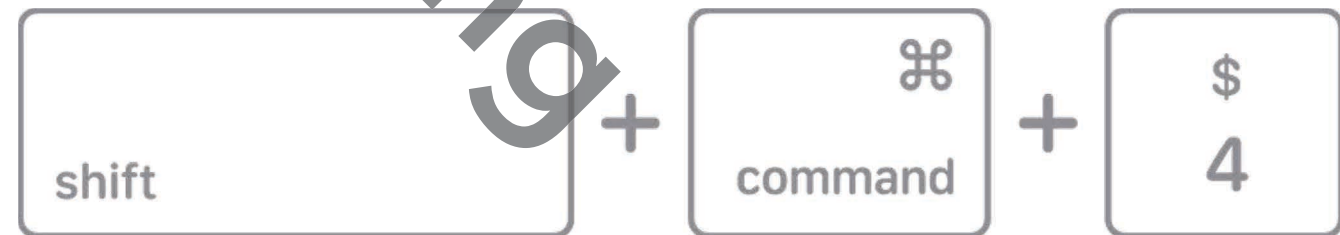
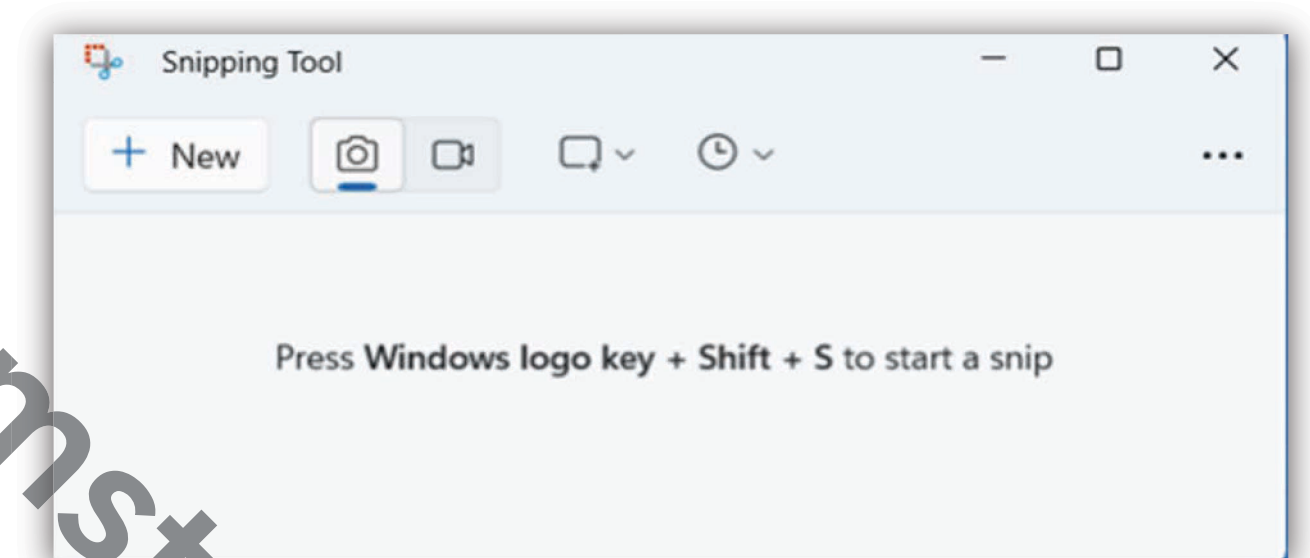
# Wispr Flow and the Power of Screenshots

## Wispr Flow

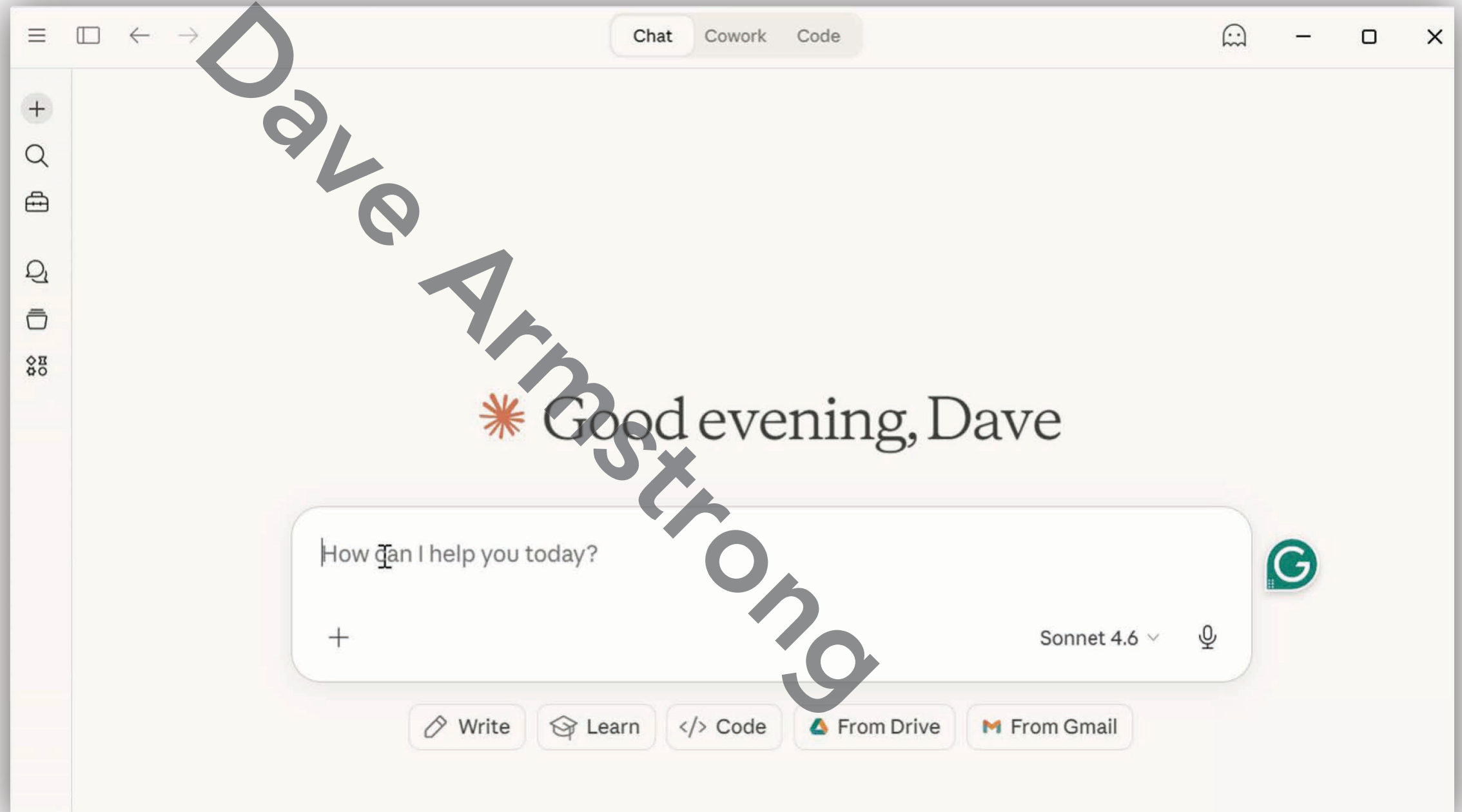
Voice to text everywhere on your computer. Dictate emails, notes, documents — **at the speed of thought.**

## Screenshots

An essential AI skill. Show AI what you want. I have never screenshotted so much in my life.



# Claude



# Claude Cowork

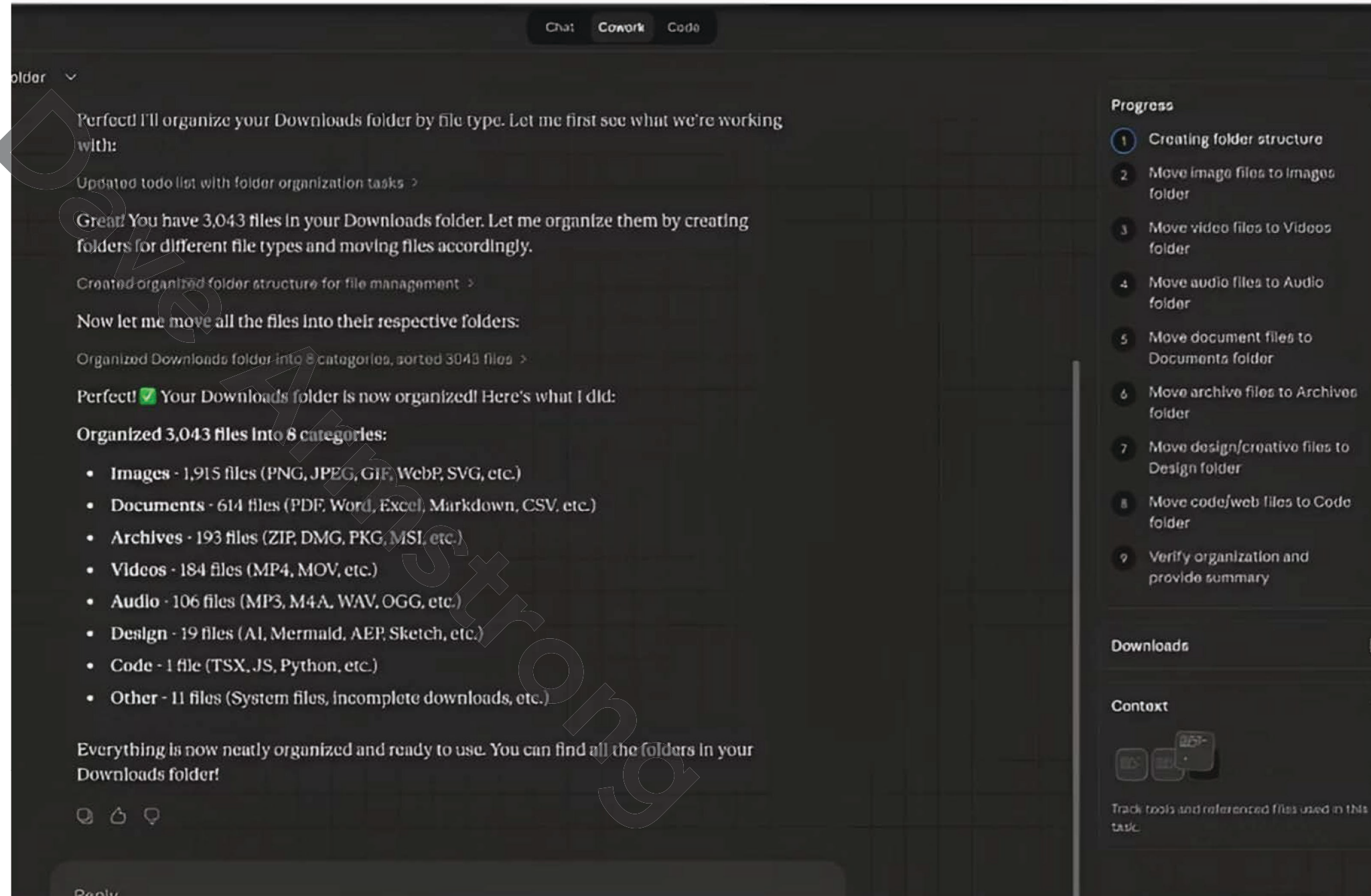
Anthropic's desktop automation tool — for non-developers.

A mode that helps you do things on your computer, not just talk about them.

# 3,043

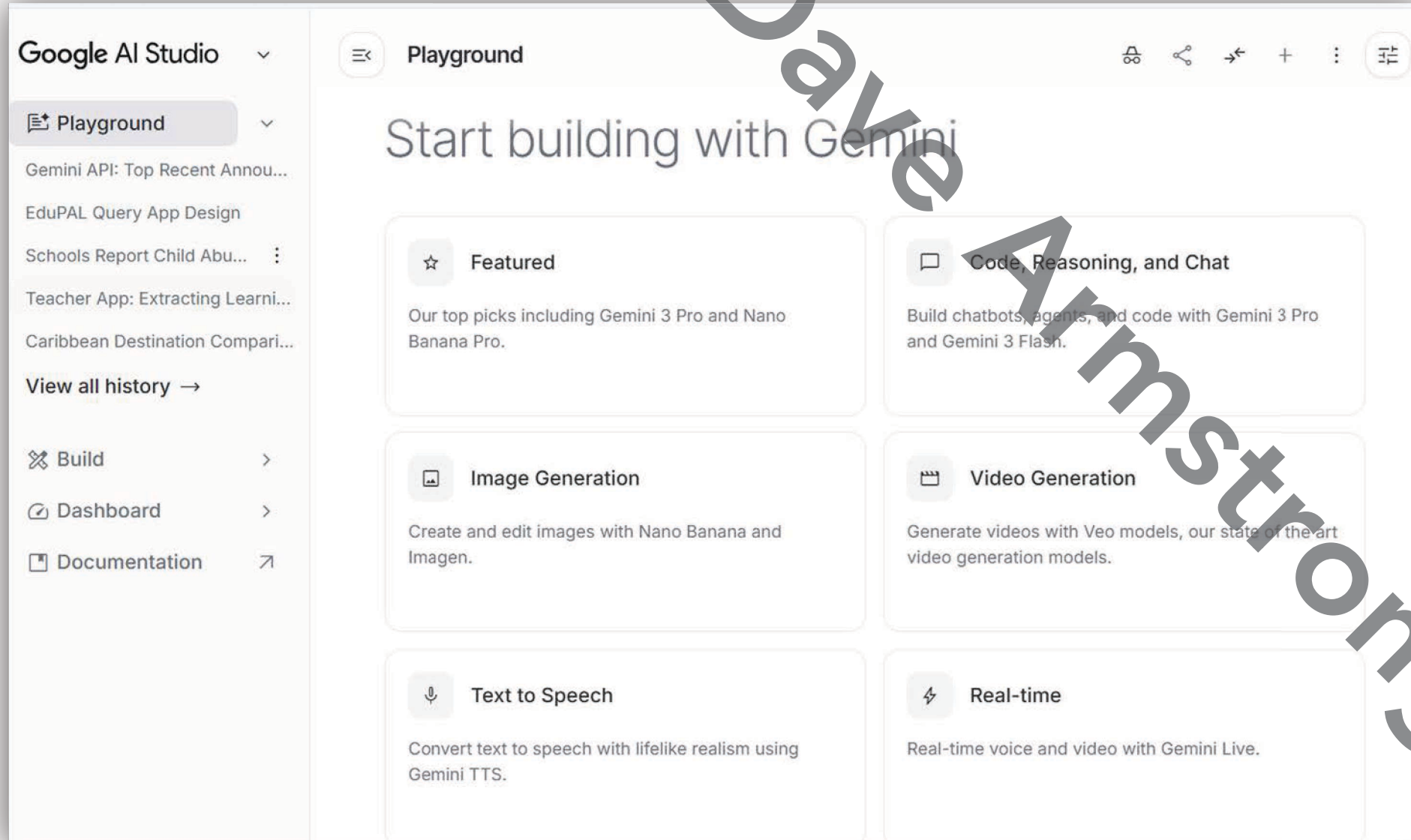
## Files organised

Downloads folder sorted into 8 categories — consultatively & with my approval



The prompt workspace. AI's workshop. Where I created my first app and you can too. **Free.**

# Google AI Studio - experiment



→ **Test ideas freely**  
Without committing to anything

→ **Build system prompts**  
Design custom AI behaviours

→ **Prototype tools & publish**  
Without writing a line of code

# From Consumer to Creator

The real shift is not using AI tools. It is **building solutions for your own context.**

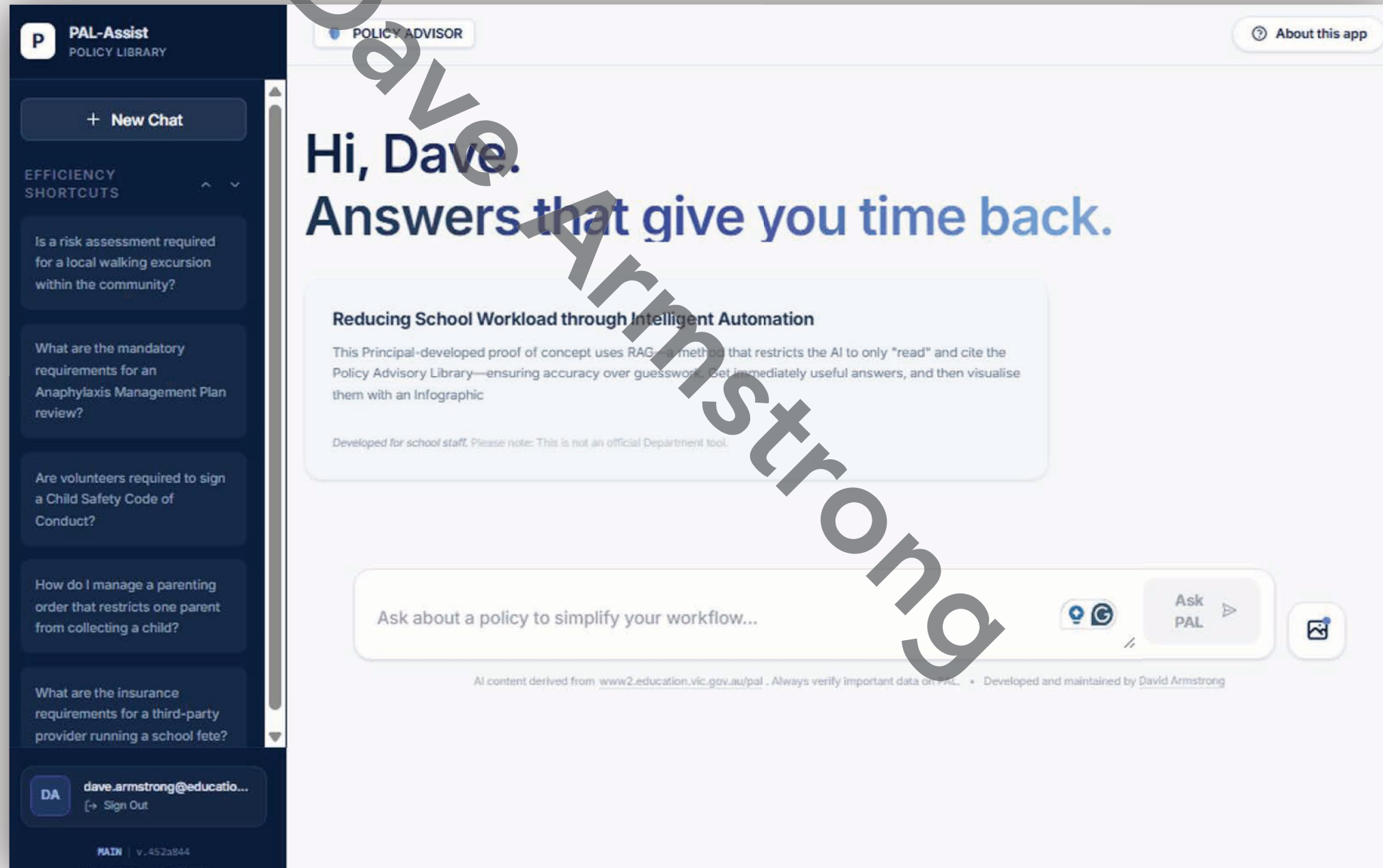
For the first time, you can **bend technology to fit your context** — without a developer, without a budget, without compromise.

Here's what that looks like in practice.

## Tools I Built

**PAL-Assist:** [whs.vic.edu.au/palassist](https://whs.vic.edu.au/palassist)

Frontier AI powered proof of concept tool that **returns cited answers to questions** from any aspect of the department's Policy and Advisory Library.



## Tools I Built

### Redact Tool (Windows/Mac app)

**Automated redaction of student Personally Identifiable Information** from whole folders of documents (scans, PDF, handwritten notes) — reliable and efficient

**Final Confirmation**  
Review your selections before creating redacted documents.

117 ITEMS TO REDACT

11 DOCUMENTS

**Breakdown by Category**

Student name	445
Person name (NER)	287
ORGANIZATION (NER)	259
Email address	53
Parent/Guardian	24
Date of birth	13
NRP (NER)	8
Email address (NER)	7
Phone number (NER)	4
Address	3
Date of birth (NER)	3
Phone number	3
URL (NER)	3
Address (NER)	2

Progress List:  
1. Select Folder (Completed)  
2. Convert Docs (Completed)  
3. Review PII (Completed)  
4. Confirm (Active)  
5. Complete

Footer: V1.1.0, About, Quick Guide, Report issues on GitHub

## Tools I Built

### Curriculum & Lesson Planner:

[whs.vic.edu.au/planner](https://whs.vic.edu.au/planner)

Aligned to our instructional model restorative practice, SWPBS and informed by VTLM 2.0. Encourages iteration via Teacher AI improvement assistant.

Curriculum and lesson plans in the way we want that can be adapted & expanded by teachers



Extracts all form fields from PDF. Created Excel file. Use Excel file made by app to create multiple PDF's at once

## Tools I Built

### Bulk PDF Generator & Extraction

**Bulk PDF Generator**  
Generate filled PDFs from spreadsheet data

Getting Started | 1 Analyze Template | 2 Map Fields | 3 Generate PDFs | About

**Load Template**

PDF Template: C:/Users/10331854/OneDrive - Department of Education/VCAA\_V Browse...

Template Name: Evidence Application Sample Pdf From Vcaa

Auto-name from PDF  Custom name

Recent Templates: Load

Analyze Fields

**Analysis Results**

Template: Evidence Application Sample Pdf From Vcaa | Total Fields: 29 | Pages: 2 | Combed: 10

Field Name	Type	Page	Length/Size	Data Type
DOB month	Text-Combed	1	2 chars	Date (DD/MM/
dob year	Text-Combed	1	4 chars	Date (DD/MM/
List the students conditions egdy	Text	1	Single	Text
how has each of these condition	Text	1	Single	Text
Provision 1	Text	2	Single	Text
Date implemented 1	Text	2	Single	Date (DD/MM/
Provision 2	Text	2	Single	Text
Date implemented 2	Text	2	Single	Date (DD/MM/
Provision 3	Text	2	Single	Text
Date implemented 3	Text	2	Single	Date (DD/MM/
Provision 4	Text	2	Single	Text
Date implemented 4	Text	2	Single	Date (DD/MM/
Provision 5	Text	2	Single	Text
Date implemented 5	Text	2	Single	Date (DD/MM/

	J	K
	List the students conditions egdygraph	how has each of these conditions or issues impacte Provision 1
	fugiat nulla pariatur Excepteur sint occaecat cupidatat non proident sunt	do eiusmod tempor incididunt ut labore et dolore magna aliqua Ut enim ad minim veniam quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur Excepteur sint occaecat cupidatat non proident sunt
	aute irure dolor in reprehenderit in voluptate velit esse cillum	ut labore et dolore magna aliqua Ut enim ad minim veniam quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur Excepteur sint occaecat cupidatat non proident sunt in culpa qui officia
	fugiat nulla pariatur Excepteur sint occaecat cupidatat non proident sunt	aliqua Ut enim ad minim veniam quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur Excepteur sint occaecat cupidatat non proident sunt in culpa qui officia deserunt mollit anim id est
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	veniam quis nostrud exercitation	sed do eiusmod tempor incididunt ut labore et dolore magna aliqua Ut enim ad minim veniam quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur Excepteur sint occaecat cupidatat non proident sunt

**Bulk PDF Generator**  
Generate filled PDFs from spreadsheet data

Getting Started | 1 Analyze Template | 2 Map Fields | 3 Generate PDFs | About

⚠ 1 field(s) have no mapping and won't auto-match — they will be blank:

Select students to process: Select All Deselect All Selected: 9 of 9

**Student Preview**

Click rows to select or deselect

Sel	#	Surname	First Name	Student Numb	Status
Yes	1	Duis	Nostrud	VKXUGN	Ready
Yes	2	Amet	Non	UKQBOE	Ready
Yes	3	Ex	Duis	GZUVXY	Ready
Yes	4	Elit	Minim	IQQCFP	Ready
Yes	5	Culpa	Sunt	JNQCSA	Ready
Yes	6	Ut	Dolore	OHGMTS	Ready
Yes	7	Sed	Eu	HVRHOR	Ready
Yes	8	Incididunt	Minim	UXZPCR	Ready
Yes	9	Ad	Deserunt	OEUUWC	Ready

Loaded 9 students: 9 ready, 0 with warnings

Generate PDFs for 9 Students

Analysis complete: 29 fields found (10 combed)

# In development: VTLM 2.0 School Self-Audit Tool 67

## Teaching practices

Across the full VTLM 2.0 framework

- Interactive dashboard
- Automated action plans
- Snapshot comparison over time
- Built in one session with AI



Share

Report

PLANNING

ENABLING LEARNING

EXPLICIT TEACHING

SUPPORTED APPLICATION

## VTLM 2.0 School Self-Audit

Elements of Teaching Reflection Tool

Begin Audit

# AI Scaffolded Performance. It Did Not Build Capability.

75%

**Productivity gap closed**

AI closed the education-based productivity gap

0%

**Retained without AI**

When AI was removed, the gap came straight back

An Australian report (Network for Quality Digital Education) found the same: students use AI extensively, but **without structure it hollows out learning.**

📄 **Access without instruction is not a strategy.**

## Snake Oil and Dead Ends

### ✗ AI Detection Fails

A passage from the Bible scored **78.72% AI-generated** in ZeroGPT. These tools are unreliable.

### ✗ Closed-Book Exams Aren't the Answer

Penalises slower writers. Measures handwriting stamina, not understanding. Adds massive overhead.

The challenge: **How do we ensure every student can use AI wisely, safely, and effectively?**

# The Moral Compass Is Your Job

AI has no conscience. That is our job. **But you need to know the landscape.**

8/10

## Chatbots assisted

Assisted with simulated violent attack planning in a major safety study

1

## Consistently refused

Only one actively discouraged the user

Not all AI tools are equal.

When AI scales your impact instantly, **integrity becomes everything.**

Dave Armstrong

THE RESPONSIBILITY

# The Choice in Front of You

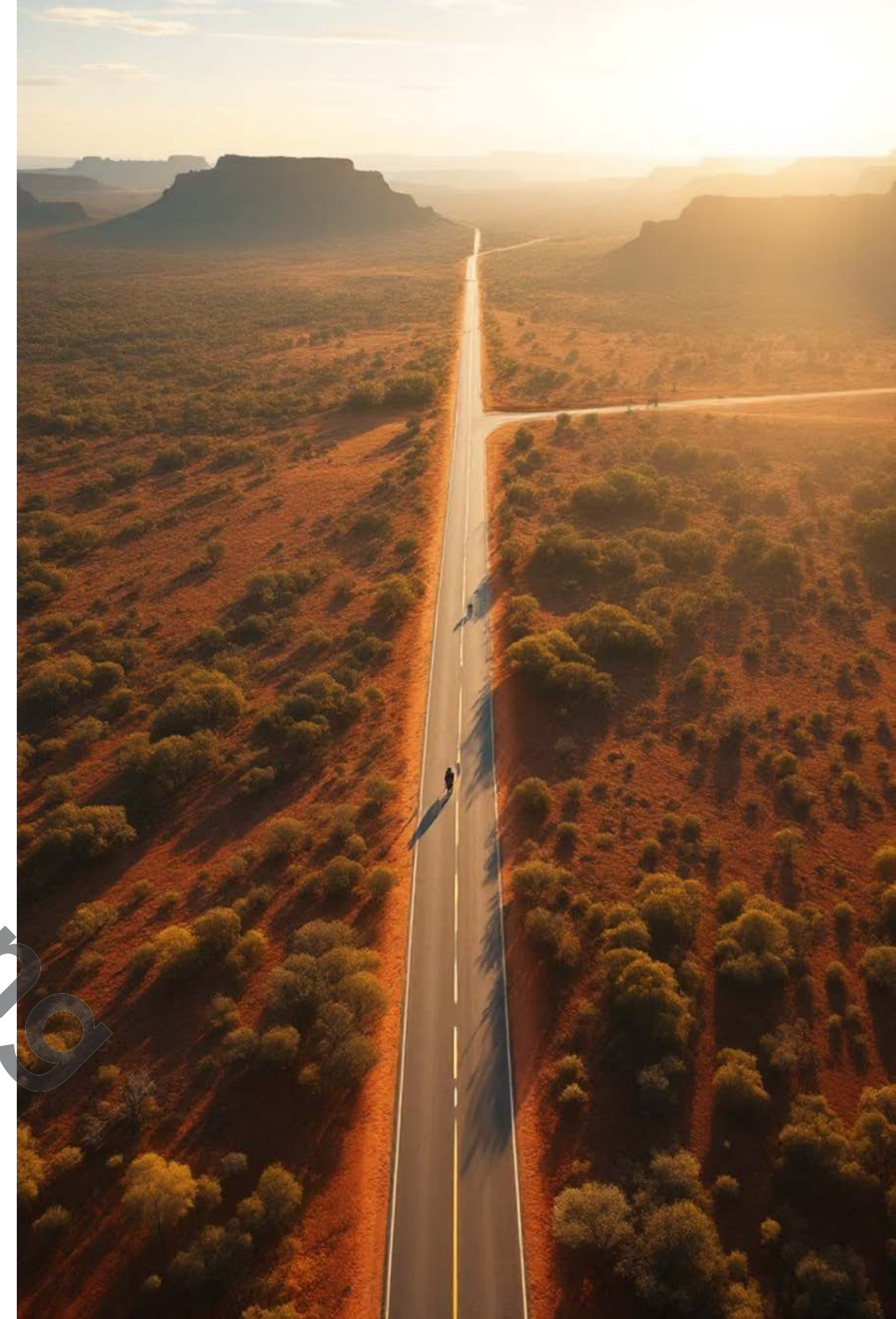
Your school will have a relationship with AI. **You get to decide what kind.**

## China's Mandate

Mandatory AI education. Every student. 8+ hours annually. Three-tier progression from primary to senior.

## Your School

You don't need to match that. But you **cannot afford to stand still** while the debate continues. Move faster than our system can.



TAKE ACTION

# Next Monday

Your personal checklist. Three things.

01

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## **Sign up for a frontier AI plan**

Google Gemini or Claude - pick one

02

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## **Experiment**

Intentionally, within your own domain of expertise. The learning is model-specific.

Fix something or make something.

03

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## **Complete a school assessment task with AI**

Do your own R&D. You have to use it yourself to understand what it can and cannot do.

And encourage the same within your teams. Make sure you know who's already championing these experimentations and learning.

# Thank You

**Dave Armstrong** | Executive Principal | Wangaratta High School

## Everything from today

All tools, links, and resources from this presentation

**[whs.vic.edu.au/ai](https://whs.vic.edu.au/ai)**

