

Fear of AI Replacing Educators & Leaders

Many educators and administrators express fear that AI will replace their roles, leading to job insecurity and resistance to adoption. This fear often stems from misconceptions about AI's capabilities and intentions.

Key Messaging

- AI does not replace educators; it amplifies impact.
- Just like a calculator doesn't replace a mathematician, AI doesn't replace teachers—it supports them.
- Educators remain the decision-makers. AI provides insights, but human expertise leads the way.

Strategies to Address This Concern

1. Clearly Define AI's Role as a Support Tool

- Messaging should emphasize that *AI enhances human expertise, not replaces it.*
- Provide concrete examples of how AI helps educators *save time, analyze data, and improve instruction.*

2. Engage Leadership & Key Stakeholders Early

- Schedule informational sessions with *district leaders, union representatives, and teacher advocates* before full implementation.
- Address concerns transparently and *show how AI aligns with district goals.*

3. Leverage FAQs & Communication Resources

- Create a *Frequently Asked Questions (FAQ) document* to proactively address misconceptions.
- Access [Sibme's AI FAQ here.](#)
- Example FAQ topics:
 - "Will AI replace teachers or administrators?" → *No, AI supports their work by providing insights and saving time.*
 - "Who controls AI-generated insights?" → *Educators and leaders remain in full control. AI does not make decisions.*

4. Pilot AI in Low-Stakes, High-Impact Areas

- Start with *small-scale implementations* (e.g., coaching sessions, lesson reflections) before expanding.
- "Who controls AI-generated insights?" → Educators and leaders remain in full control. AI does not make decisions.

5. Reinforce AI as a Tool for Growth, Not Evaluation

- Ensure AI usage is framed as *a tool for professional development*, not surveillance or performance evaluation.
- Highlight how AI insights empower teachers with *self-reflection and peer collaboration.*