



May 21, 2025

POSITION OPENING: Director of AI Strategy and Innovation

IN THIS ROLE:

Are you ready to lead a bold AI transformation in education?

We're on the lookout for a visionary Director of AI Strategy and Innovation to spearhead groundbreaking initiatives that will redefine how AI is used across classrooms and district operations. You'll architect and implement advanced AI strategies internally, while building powerful partnerships that bring innovative, scalable solutions to local school districts.

This is more than a leadership role - it's a rare opportunity to leave your mark on the future of K-12 education through the power of AI!

WHAT WE NEED:

Strategic Leadership and Team Management

- Serve as a thought leader in the integration of AI within the K-12 educational system, develop, and execute a comprehensive AI strategy that aligns with Oakland Schools ISD's educational goals and technology vision.
- Identify innovative AI opportunities while ensuring ethical implementation and effective use.
- Support OS staff and local districts through each stage of AI adoption by assessing their current needs and readiness, and providing guidance to advance their design and implementation efforts.
- Lead and develop the AI team, including but not limited to Data Analysts and Implementation Specialists.
- Supervises the day-to-day activities of assigned staff, with a focus on strategic staffing, including hiring, onboarding, and professional development.
- Provide ongoing mentorship and guidance to supervised staff to support growth, collaboration, and goal alignment.
- Conduct formal performance evaluations and manage disciplinary actions as needed, fostering a culture of accountability, excellence, and continuous improvement.
- Attend Oakland Schools board meetings as needed.

Local District Partnership

- Coordinate with the assigned designee to customize professional development programs for local school districts.
- Collaborate with district leaders to address unique community needs through AI solutions.
- Facilitate the exchange of best practices and successful AI strategies as the primary liaison.

Research and Innovation

- Conduct ongoing research to monitor and evaluate emerging AI trends, tools, and technologies relevant to education.
- Ensure AI implementations are informed by research and adhere to ethical guidelines, data privacy requirements, and equity principles (e.g., FERPA, COPPA, etc).
- Investigate and address concerns related to algorithmic bias, promoting responsible and transparent use of AI.
- Apply strong problem-solving skills and a strategic, innovative mindset to develop effective solutions and drive continuous improvement.

Project Oversight and Evaluation

- Manage end-to-end project management of AI initiatives, including strategic planning, execution, timeline management, and impact assessment.
- Develop KPIs and utilize data analytics to evaluate the impact and effectiveness of AI initiatives.
- Prepare and present regular progress reports to leadership, ensuring efficient management of project budgets.

Additional Responsibilities

- Collaborate with Legal Affairs to ensure AI use aligns with K-12 data governance and compliance requirements.
- Partner effectively with diverse stakeholders in a dynamic, fast-paced environment to drive cross-functional initiatives.
- Foster inclusive practices and ensure equitable access to AI-driven educational opportunities.
- Develop and deliver clear, compelling communications and presentations that convey complex AI concepts effectively to stakeholders, including educators, administrators, policymakers, parents, and students.
- Performs other duties as assigned.

WHAT YOU NEED:

- Bachelor's in Computer Science, Data Science, Educational Technology, or a related field required.
- Master's/Advanced Degree in Computer Science or Data Science (Preferred)
- Five to seven years of professional experience leading technology strategy, strategic projects, or technology initiatives.
- Demonstrated experience in applying AI within the K-12 educational context is highly desirable.
- Proven leadership skills with experience managing interdisciplinary teams.
- Excellent project management abilities with strong organizational and analytical skills.
- In-depth knowledge of AI technologies, machine learning algorithms, data analytics, and their practical applications in education.
- Strong understanding of ethical issues in AI, including data privacy, fairness, and bias mitigation.
- Familiarity with curriculum development and instructional practices within K-12 education.
- Experience with educational technology integration and implementation across various K12 settings.

WORK LOCATION:

Oakland Schools Main Campus - Travel required to all 28 school districts

2111 Pontiac Lake Rd

Waterford, MI 48328

This position is eligible to participate in the **Flexible Work Program**, which allows eligible employees to perform their job duties from a designated alternative location up to two days per week.

SALARY DETAILS:

\$114,395 - \$132,662 salary based on relevant prior work experience, with the potential to earn up to \$142,863 after employment with Oakland Schools.

Exempt position / 12-month work year.

Please note that salary schedules will be updated effective July 1, 2025, for the upcoming fiscal year.

WHY WORK FOR OS?

Aside from working with talented experts on important initiatives, when you join Oakland Schools, you'll also get these great benefits:



Pension Plan

OS offers the opportunity to enroll in a pension plan to help support your financial stability.



Professional Learning

OS provides various professional learning opportunities to advance your skill sets with education development.



Full Health Coverage

High quality, low-cost health insurance plans. Employer paid dental, vision, life insurance, short and long-term disability, and well-being benefits



Flexible Vacation Time

Experience built-in vacation, including time off for winter and spring break and generous leave time, so you can have a healthy work-life balance.



Wellbeing Program

OS utilizes a holistic approach to provide resources that support the wellbeing of our employees.



Other Perks

You're eligible for preferred pricing on pet insurance, legal coverage for most of your legal needs, additional life insurance and access to the Student Loan Repayment Program (PSLF) for loan forgiveness in public service.

Public Service Loan Forgiveness (PSLF) Program

Working with Oakland Schools isn't just meaningful - it's financially rewarding!

Oakland Schools qualifies as an eligible employer for the Public Service Loan Forgiveness Program. The PSLF Program forgives the remaining balance of your Direct Loans based on the following requirements of eligibility:

- after the individual has made the equivalent of 120 qualifying monthly payments under an accepted repayment plan, and
- while working full-time for an eligible employer (for a weekly average, alone or when combined, equal to at least 30 hours)

For additional information, please visit

studentaid.gov/manage-loans/forgiveness-cancellation/publicservice

WHO WE ARE:

Oakland Schools (OS) is an Intermediate School District (ISD) focused on providing educational and technology services to local school districts in a cost-effective manner to provide students with a superior education. We also operate our Oakland Schools Technical Campuses (OSTC) and Virtual Learning Academy Consortium (VLAC). You will help students have the best learning experience possible through your work at OS! To learn more about us, visit <https://www.oakland.k12.mi.us/about>.

HOW TO APPLY:

To apply, please use the [Oakland Human Resource Consortium \(OHRC\) website](#). You will need to make an account on the OHRC website to apply. To access this application click the position title below:

[Director of AI Strategy and Innovation - Application](#)

Oakland Schools is a member of the OHRC. Once you create your account, you will be able to apply for positions within our district as well as positions available through other member districts. All applications must be completed on the OHRC website. Please do not email or fax application materials to Oakland Schools.

POSITION DEADLINE: Applications will be accepted until the position is filled.

NOTE: We welcome applications on an ongoing basis. Please note that interviews will be scheduled in alignment with department needs and priorities, and may not occur immediately upon application submission.

For questions regarding this position, please contact recruiting@oakland.k12.mi.us

In accordance with state and federal law, Oakland Schools does not discriminate, nor permit discrimination, on the basis of race, color, national origin, ethnicity, religion, sex, pregnancy or parental status, gender identity, gender expression, sexual orientation, disability, age, height, weight, marital status, military service, veteran status, genetic information, or any other legally protected status, in its educational programs and activities, employment, or

enrollment. The District also provides equal access to the Boy Scouts and other designated youth groups. For questions or complaints regarding unlawful discrimination or harassment, employees should contact the Assistant Superintendent of Human Resources, Personnel Management and Labor Relations at (248) 209-2429 or HR@oakland.k12.mi.us. Students and others should contact the Civil Rights/Title IX Coordinator at (248) 209-2590 or Jacqueline.Zablocki@oakland.k12.mi.us.

This job posting is intended to describe the general nature and level of work being performed by a person assigned to this job. It is not to be construed as an exhaustive list of all job duties that may be performed by a person so classified. Incumbents may be asked to perform additional duties as required by his/her supervisor.