Higher Performance Group

(LEADER GUIDE)
THE GREAT SORT

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LEADER CORE Guide: The Great Sort
Moving Beyond Resistance to Embrace Educational Transformation

Duration: 45 Minutes

Purpose: To facilitate meaningful dialogue about AI integration in educational settings, helping campus and district leaders explore how to leverage technology while maintaining human-centered educational purpose and identifying where team members stand in the transformation process.

Pre-Session Preparation
• Send the article to participants 24-48 hours before the session
• Request that they complete the AI Readiness Assessment for their role
• Set up a comfortable meeting space that encourages open dialogue
• Prepare materials for the Great Sort categorization exercise
• Consider your own AI integration story to model authentic leadership

Session Flow with CORE Process Opening (8 minutes)
• Welcome participants
• Briefly explain the CORE process (Call It, Own It, Response, Execute)
• Share a personal example of when AI integration revealed deeper educational purpose in your leadership
• Establish relevance: "Today we're exploring how we might navigate AI transformation while staying true to our educational mission"

C: Call It - Questions of Clarity (10 minutes)
Group Discussion:
• "Based on the article, what does it mean that 'AI isn't changing education—it's revealing education'?"
• "What are the four transformation types educational leaders encounter with AI?"
• "How does the Great Sort framework help distinguish between purpose-driven and misaligned professionals?"

Facilitation Notes:

• Capture key insights on shared space

• Clarify any misconceptions about AI replacement versus amplification

• Reference key concepts from the article: "AI eliminates tasks that shouldn't define us while amplifying roles that matter most"

O: Own It - Questions of Meaning (10 minutes)

Individual Reflection:

• "Which of the four transformation types best describes your current approach to AI in education and why?"

• "Where do you see yourself in the Great Sort categories—are you energized or threatened by AI possibilities?"

• "What leadership challenge are you currently facing where AI integration might amplify your educational impact?"

Paired Discussion:

• Have participants share their AI Readiness Assessment scores with a partner

• Partners ask: "What does your response to AI reveal about your educational purpose and leadership identity?"

R: Response - Options for Practice (12 minutes)

Application Exercise:

• Working in small groups, participants select one current leadership challenge

• Using the Great Sort framework, develop an AI-amplified approach:

   o Current Reality: How do you currently handle this challenge?

   o AI Opportunity: What routine tasks could AI handle more efficiently?

   o Human Amplification: What uniquely human leadership elements would this free you to focus on?

   o Purpose Alignment: How does this serve your educational mission?

   o Next Steps: What specific actions will you take?

• Groups provide feedback using the prompt: "How does this approach maintain educational purpose while leveraging technological capability?"

Group Sharing:

• Invite 2-3 groups to share their AI-amplified leadership approaches

• Facilitate peer feedback on educational impact and implementation feasibility

E: Execute - Commitment to Practice (5 minutes)

Individual Commitment:

• Each participant completes the statement: "In the next two weeks, I will explore AI amplification by..."

• Participants identify one specific AI tool or approach to experiment with

• Each person names an accountability partner who will check in on their progress

Closing (5 minutes)

• Round-robin: Each person shares one word describing their mindset shift about AI in education

• Remind participants of the article's challenge question: "Are you part of the transformation or part of the exodus?"

• Leader closes with commitment to model purpose-driven AI integration in upcoming leadership decisions

Key Concepts for Reference

• "AI isn't changing education—it's revealing education"

• The four transformation types: Threat Response, Tool Adoption, Purpose Clarification, Vision Acceleration

• "AI eliminates tasks that shouldn't define us while amplifying roles that matter most"

• The Purpose Paradox: "avoiding AI doesn't preserve human value—it merely delays inevitable evolution"

• Great Sort categories: Data Entry Professionals, Content Recyclers, Meeting Multipliers, Student Advocates

Facilitation Note: Drawing from years of working with educational leaders facing unprecedented change, I've witnessed the profound emotional journey of AI integration. Some leaders experience genuine fear about relevance and purpose. Others feel overwhelming excitement about possibilities. Honor both responses while guiding the conversation toward purposeful action. Your role is to help participants discover that their educational calling isn't threatened by AI—it's liberated by it.

Remember: Your role is to facilitate discovery, not direct conclusions. Model the very principle you're discussing by creating space for authentic dialogue about the intersection of technology and educational purpose.