BLUEPRINT FOR TOMORROW'S LEADERS

By Carl Hooker





CARL HOOKER:

28 years in education
Podcast host
Co-founder K12leaders
Former Bar Owner
Author
Father
Husband

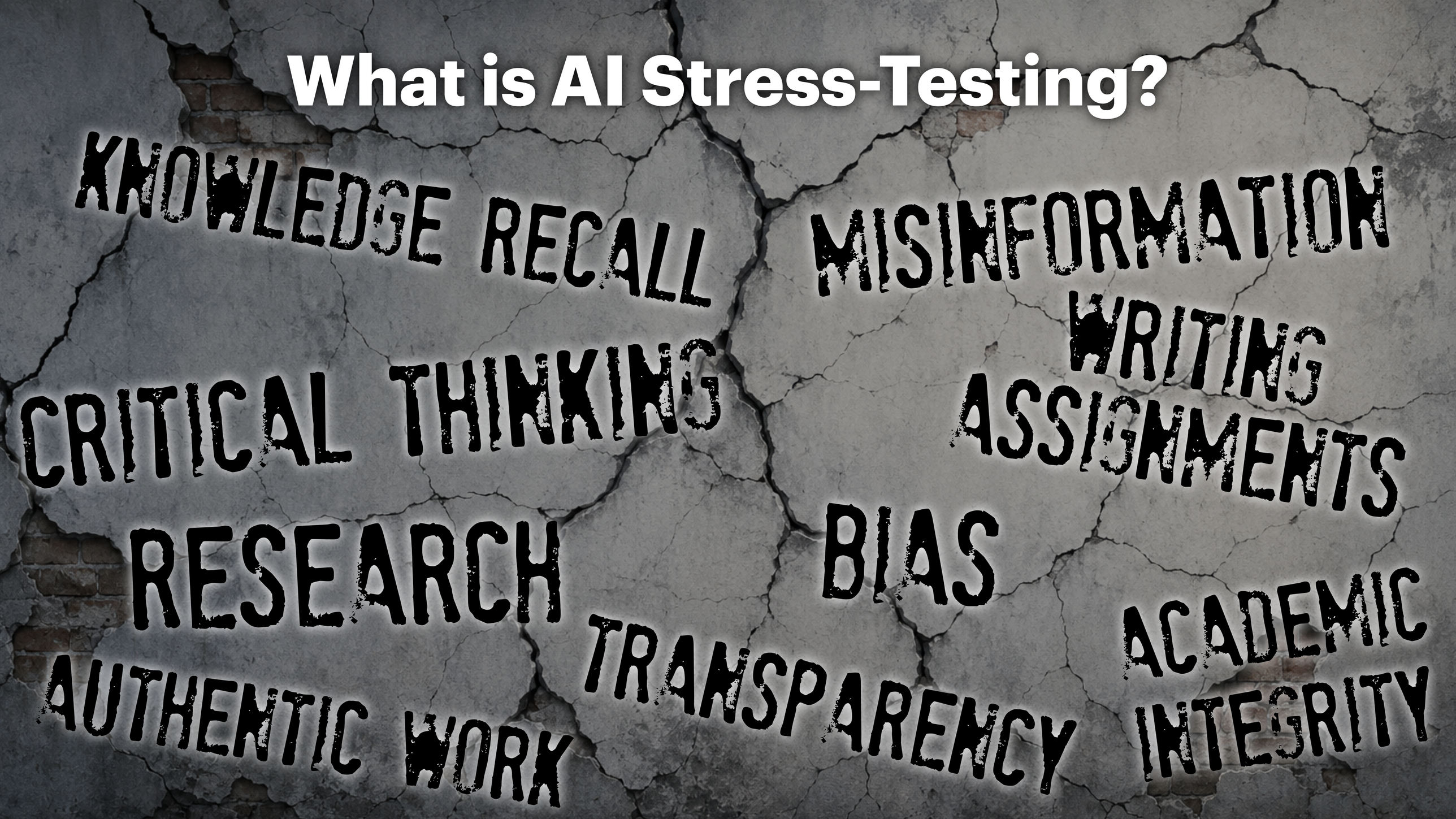


“Reimagine and predict what this guy will look like 40 years from now...”


Think

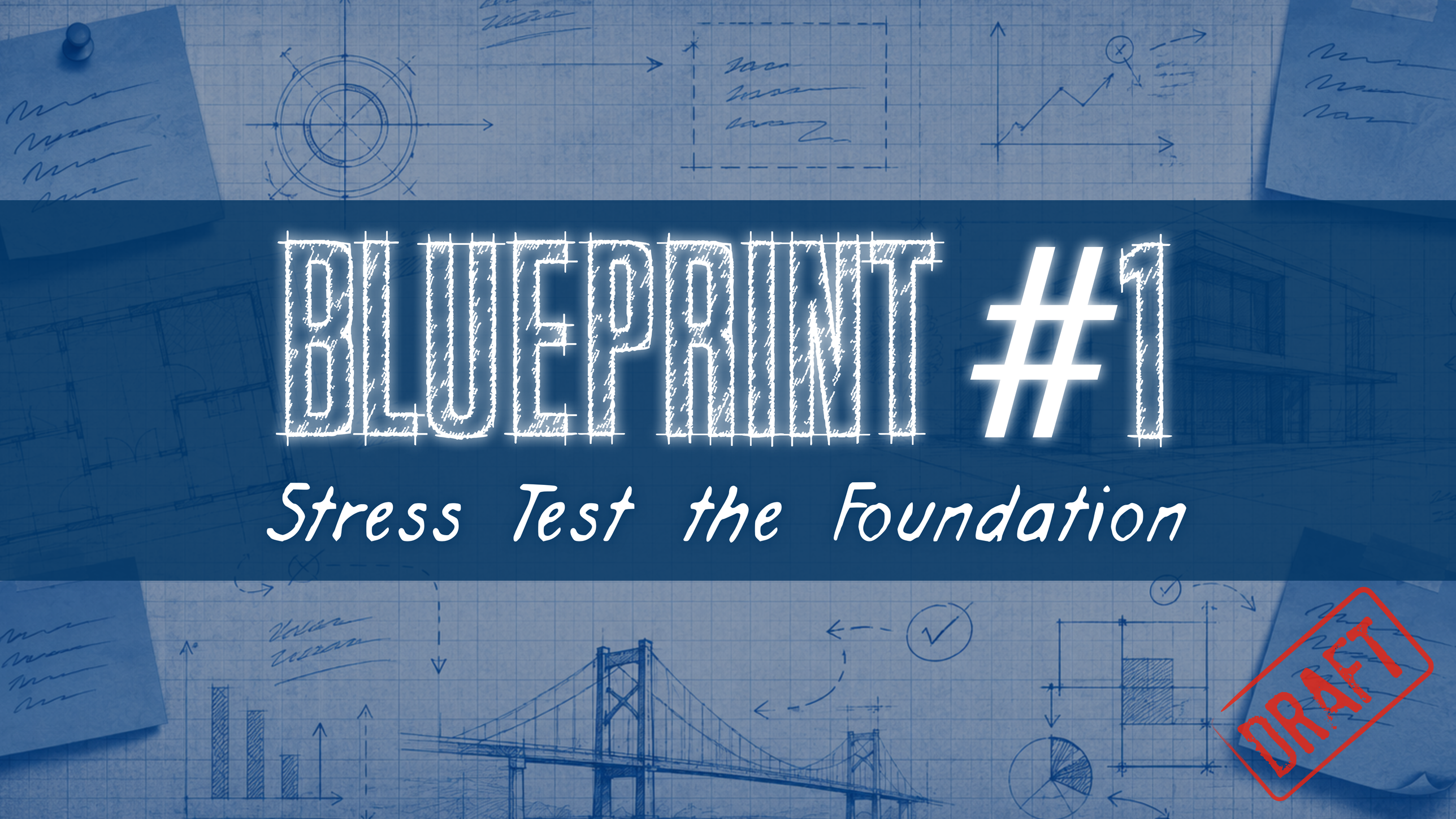


What is AI Stress-Testing?



BLUEPRINT #1

Stress Test the Foundation



Poll: Short Answer

What was school originally designed to do?

Post thoughts here:
mrhook.it/poll

What was school originally designed to do?

Nobody has responded yet.

Hang tight! Responses are coming in.

Start the presentation to see live content. For screen share software, share the entire screen. Get help at **pollev.com/app**

Poll: Vote on your fave

What should schools primarily be designed for?

Post thoughts here:
mrhook.it/poll

What should schools primarily be designed for?

Nobody has responded yet.

Hang tight! Responses are coming in.

Start the presentation to see live content. For screen share software, share the entire screen. Get help at **pollev.com/app**

WHY CHANGE AND TAKE A RISK WHEN WE'VE BEEN SUCCESSFUL?

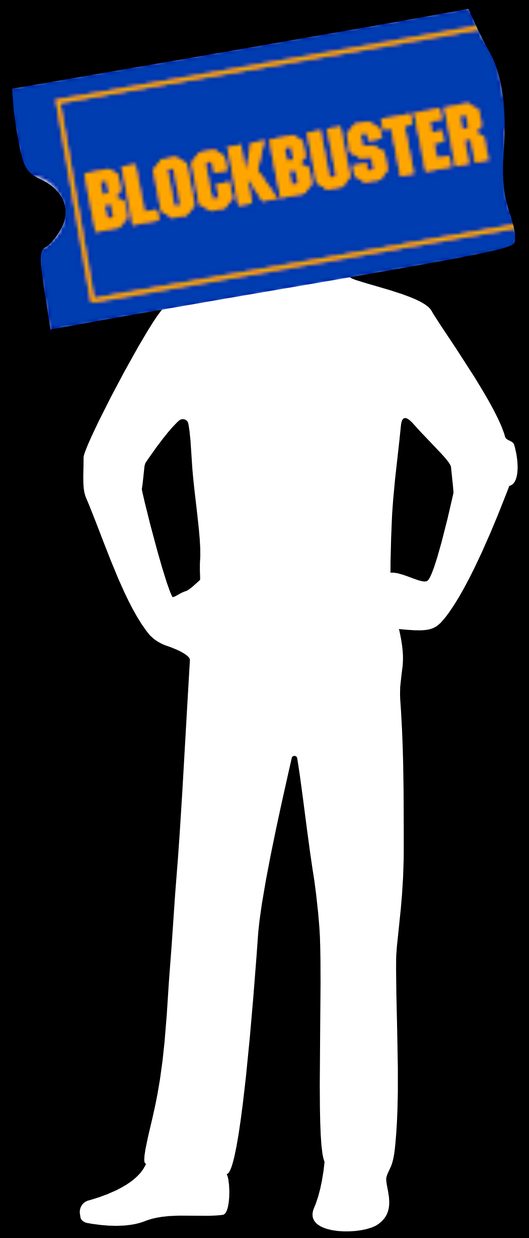


http://www.korsgaardscommentary.com/wp-content/uploads/2013/11/blockbuster-closing.jpg

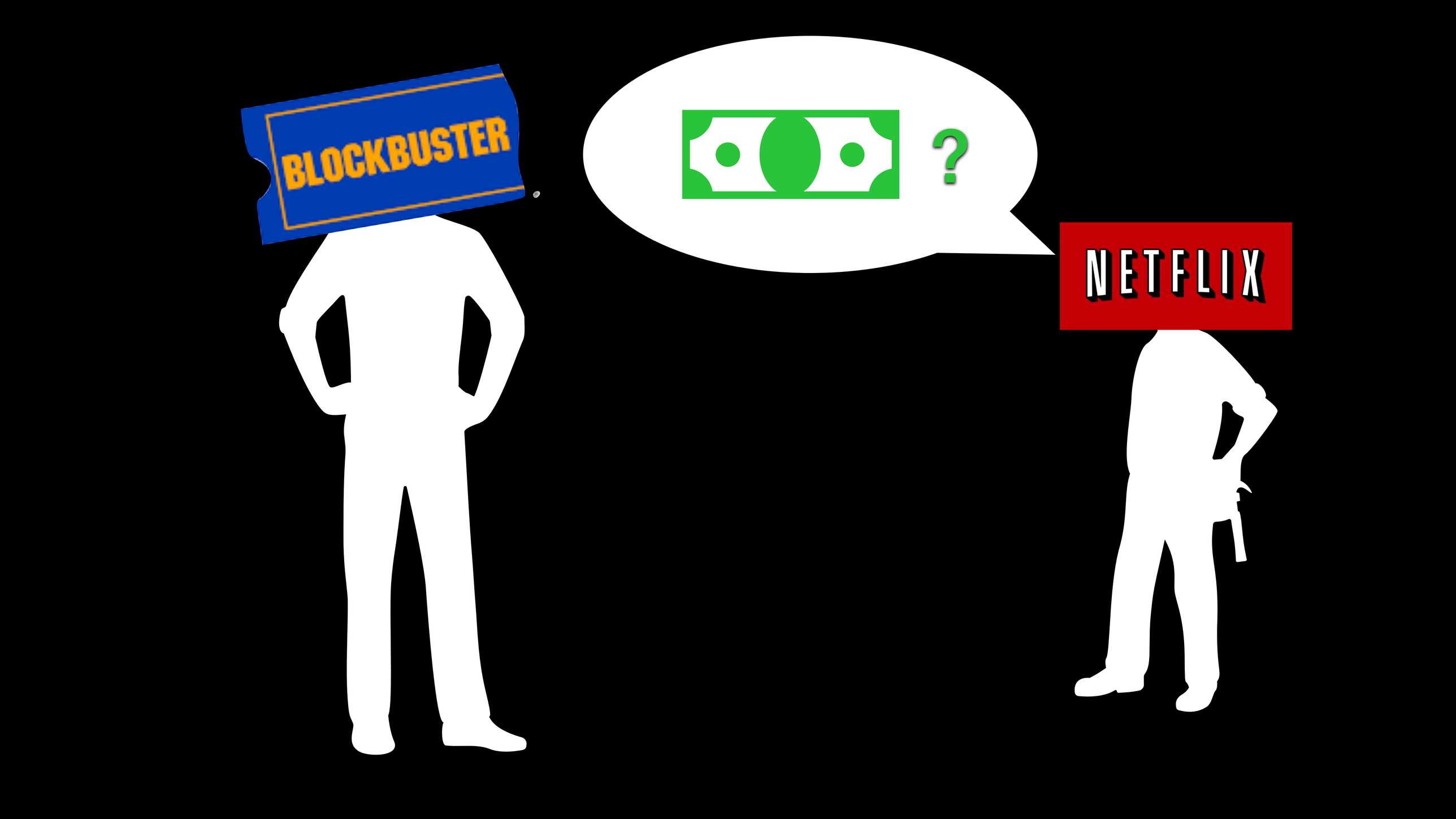

MY KIDS WILL NEVER KNOW
THAT AWFUL FEELING
OF REALIZING THERE'S NO
VHS TAPE BEHIND THE BOX
AT THE VIDEO STORE



http://www.korsgaardscommentary.com/wp-content/uploads/2013/11/blockbuster-closing.jpg


BLOCKBUSTER


NETFLIX


BLOCKBUSTER
?
NETFLIX

BLOCKBUSTER

NETFLIX

?



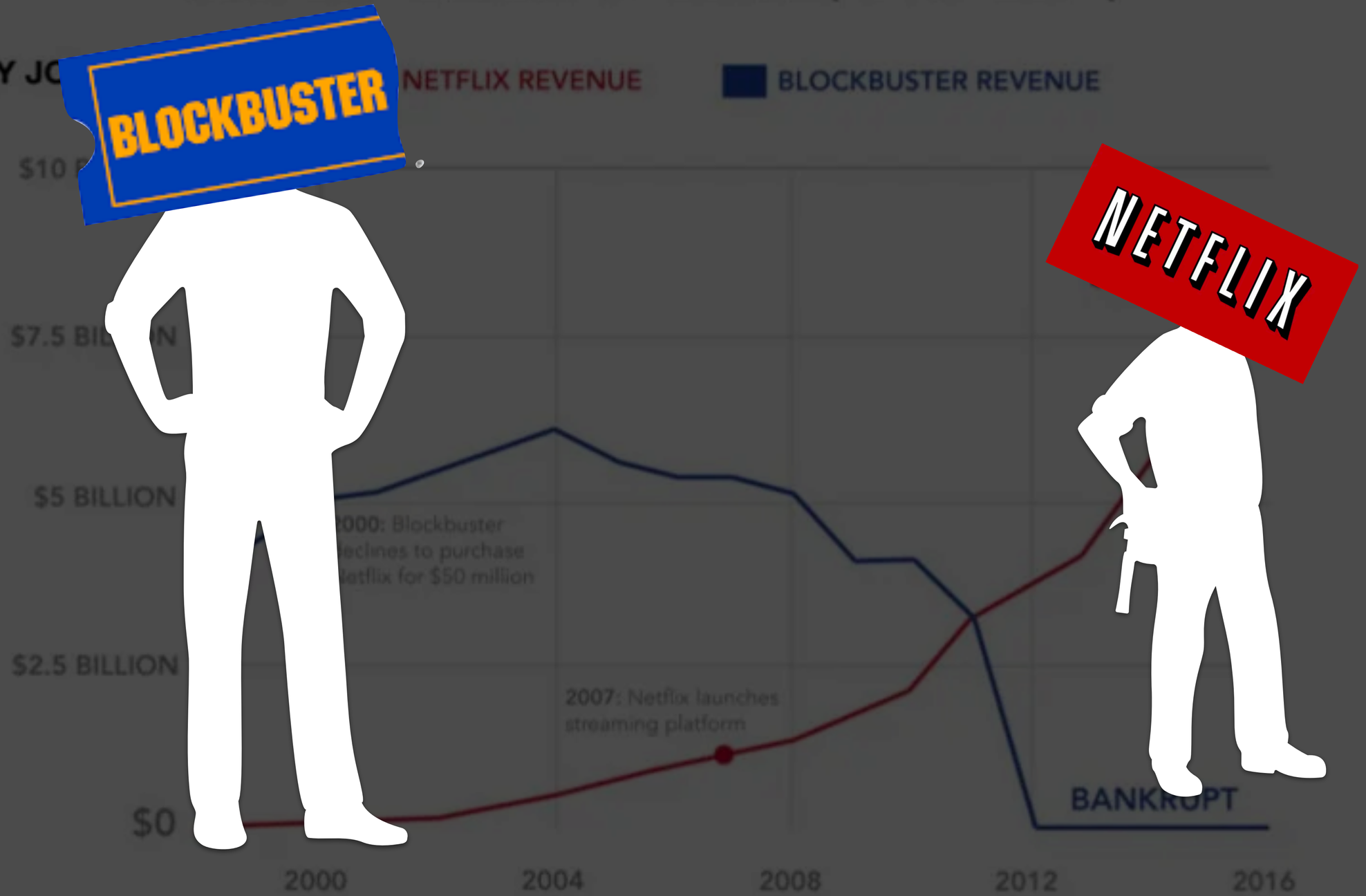
?

NETFLIX

NETFLIX VS. BLOCKBUSTER (1998 - 2016)

source:

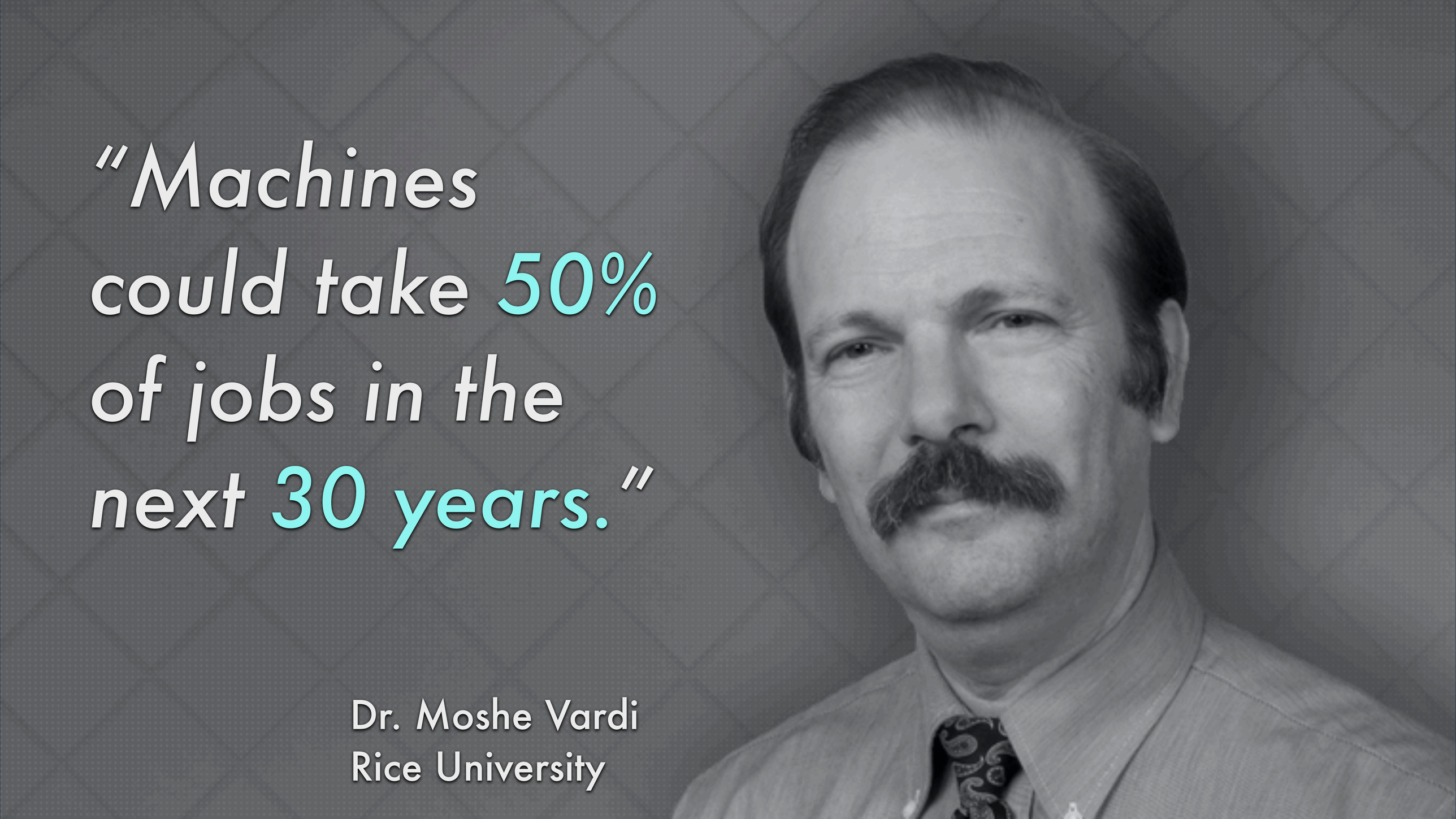
THE STRATEGY JO



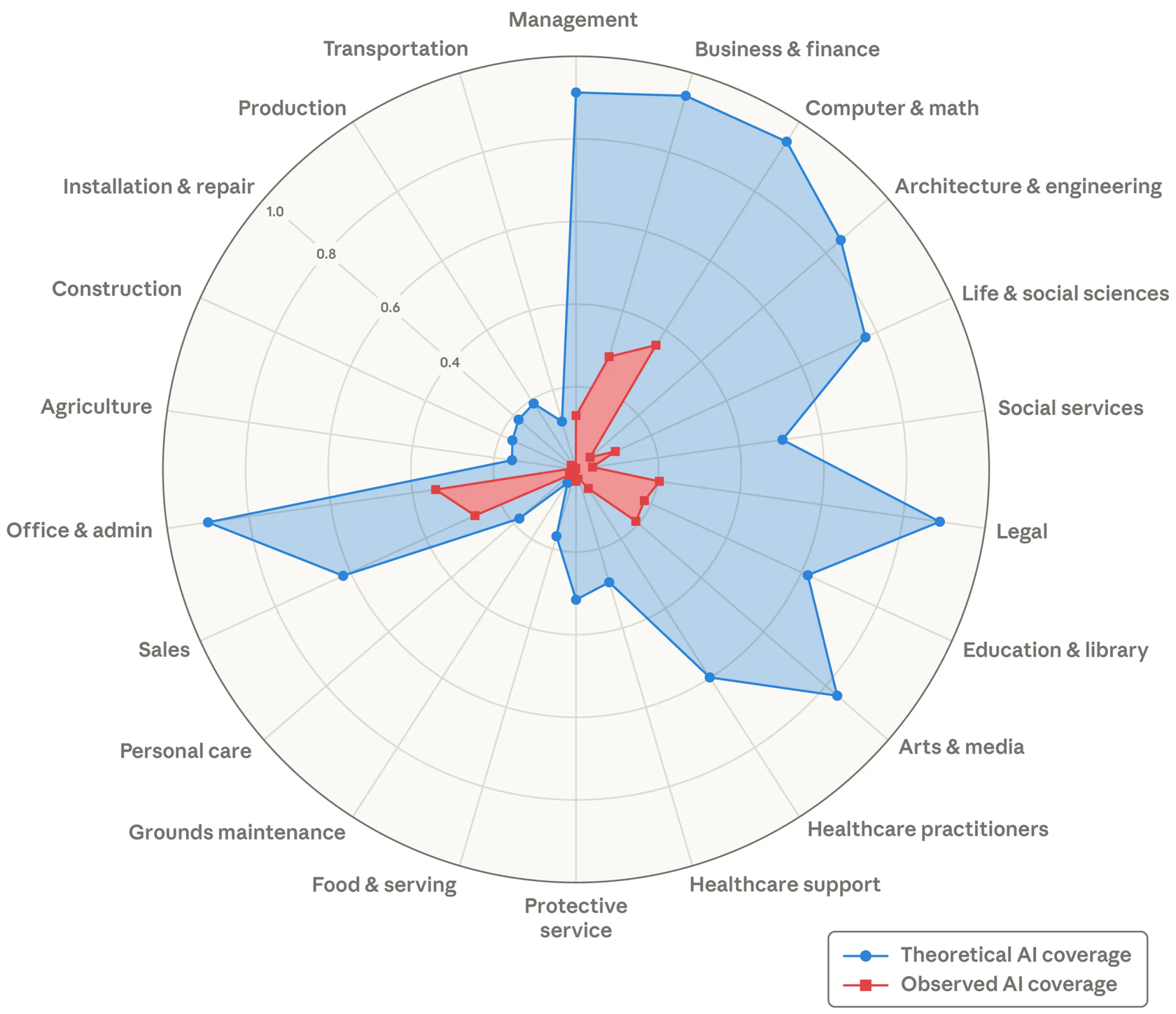
Time heals all wounds but the scars are a constant reminder



"Machines could take 50% of jobs in the next 30 years."



Dr. Moshe Vardi
Rice University


Management
Business & finance
Computer & math
Architecture & engineering
Life & social sciences
Social services
Legal
Education & library
Arts & media
Healthcare practitioners
Healthcare support
Protective service
Food & serving
Grounds maintenance
Personal care
Sales
Office & admin
Agriculture
Construction
Installation & repair
Production
Transportation
1.0
0.8
0.6
0.4
Theoretical AI coverage
Observed AI coverage

WillRobotsTakeMyJob.com

WILL ROBOTS TAKE MY JOB?

Enter your job

or show random example

Rural NY School District Will Be One of First to Bring Humanoid Robot Into Classroom

Starting this fall, Salamanca High School will deploy a humanoid robot and avatar teaching assistant.

Melissa Manno · July 14, 2026



‘Really inappropriate’: teachers decry plan for humanoid robot in New York high school

Robot from company that acquired sex doll maker to be introduced in school with large Native American population



Rural NY School District Will Be One of First to Bring Humanoid Robot Into Classroom

Starting this fall, Salamanca High School will deploy a humanoid robot and avatar teaching assistant.

Melissa Manno · July 14, 2026



JOBS IN 1996

Travel Agent
Video Store Manager
Newspaper Layout Artist
Map Maker
Film Developer
Word Processor
Bank Teller
Print Shop Prepress Tech
Retail Stock Photographer

JOBS TODAY

AI Prompt Engineer
AI Trainer
Drone Pilot
Cybersecurity Analyst
GIS Data Scientist
UX/UI Designer
Virtual Production Artist
Cloud Solutions Architect
Bio nano technician

2024 Top uses of AI 2026

1. Generating Ideas
2. Therapy/Companionship
3. Specific Search
4. Editing Text
5. Exploring Topics/interest
6. Fun & nonsense
7. Troubleshooting

4. Fan Fiction & Storytelling
5. Generating code/Software
6. Autonomous Agent Operations
7. Relationship Advice

https://hbr.org/2026/06/how-people-are-really-using-ai-in-2026

SHARE & VOTE

What are some human traits, skills and activities that AI should NEVER replace?



Post thoughts here:
mrhook.it/poll

What are some human traits, skills, and activities that AI should NEVER replace?

Nobody has responded yet.

Hang tight! Responses are coming in.

Start the presentation to see live content. For screen share software, share the entire screen. Get help at **pollev.com/app**

Top 10 Job Skills - World Economic Forum

2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgement & Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

2030

1. AI & big data
2. Networks & Cybersecurity
3. Technological literacy
4. Creative thinking
5. Resilience, flexibility and agility
6. Curiosity and lifelong learning
7. Leadership & Social Influence
8. Talent management
9. Analytical thinking
10. Environmental stewardship

@mrhooker

BLUEPRINT #2

Inspect the Support Walls

Resources:
mrhook.it/hershey

DRAFT



Which walls should we keep?

Preserve - *Structurally essential*

Renovate - *Purpose remains, but the design changes*

Remove - *No longer serves the building*

CLASS RANKINGS

BELL SCHEDULE

PORTFOLIOS

GRADES

HOMEWORK

ASSESSMENTS

AGE-BASED GRADE LEVELS

Poll: Short Answer

Vote on which we should keep, renovate, and remove.

Post thoughts here:
mrhook.it/poll

Which of these should we keep?

Start the presentation to see live content. For screen share software, share the entire screen. Get help at **pollev.com/app**

Which of these should we renovate?

Start the presentation to see live content. For screen share software, share the entire screen. Get help at **pollev.com/app**

Which of these should we remove?

Start the presentation to see live content. For screen share software, share the entire screen. Get help at **pollev.com/app**

SUPPORT WALL INSPECTION CHALLENGES


WORLD'S WORST SCHOOL

WORLD'S WORST SCHOOL



Design the WORST school experience possible.

Rules:

- It must still technically be a school.
- The goal is maximum frustration.
- You have 5 minutes. Give it a name.

Post your school here: mrhook.it/worst

WORLD'S WORST SCHOOL

Why are these terrible?

THE 5 WHYS

THE 5 WHYS

Example: Group work doesn’t work

Problem: One student does all the work

Why? Roles aren’t clear

Why? Students don’t feel individually responsible.

Why?The task can be completed by one person.

Why? The activity wasn’t designed to require collaboration.

Why? We assumed putting students together creates teamwork.

THE 5 WHYS

Example: Group work doesn’t work
Problem: One student does all the work

Design Challenge: How might we create tasks that genuinely require multiple perspectives?

THE 5 WHYS

Pick a challenge or make your own:



- **Students don't participate**
- **Parents are overbearing**
- **A colleague doesn't help out**
- **Students use AI to do their work**
- **Teachers feel overwhelmed**
- **Leadership doesn't support us**
- **Public education isn't valued**

Go through 5 why's and end with a design solution of "How might we..."



THE 5 WHYS

What were the root causes (5th Why) that you uncovered?

What was your “How might we…” design challenge?

Post your challenge and design solution here:
mrhook.it/5whys

THE MYSTERY CLIENT

THE MYSTERY CLIENT

Choose one "client" and design the perfect classroom for this student:

1. *What does this student need more of?*
2. *What obstacles might this student face in a typical classroom?*
3. *What would success look like for this student?*



MAYA

The Perfectionist

High-achieving and hard on herself. Afraid to make mistakes.



JADEN

The AI Optimizer

Tech-savvy and efficient. Uses AI to get things done quickly and move on.



SOFIA

The Invisible Student

Quiet, capable, and overlooked. Rarely speaks up.



MARCUS

The "Why Are We Doing This?" Student

Questioning and skeptical. Needs to see the purpose to be engaged.



AVA

The Student Who's Always Busy

Juggling school, activities, and responsibilities. Always on the go.



ELI

The Maker

Hands-on and creative. Learns best by building, tinkering, and exploring.

THE MYSTERY CLIENT



Choose one "client" and design the perfect classroom for this student:

1. *What does this student need more of?*
2. *What obstacles might this student face in a typical classroom?*
3. *What would success look like for this student?*

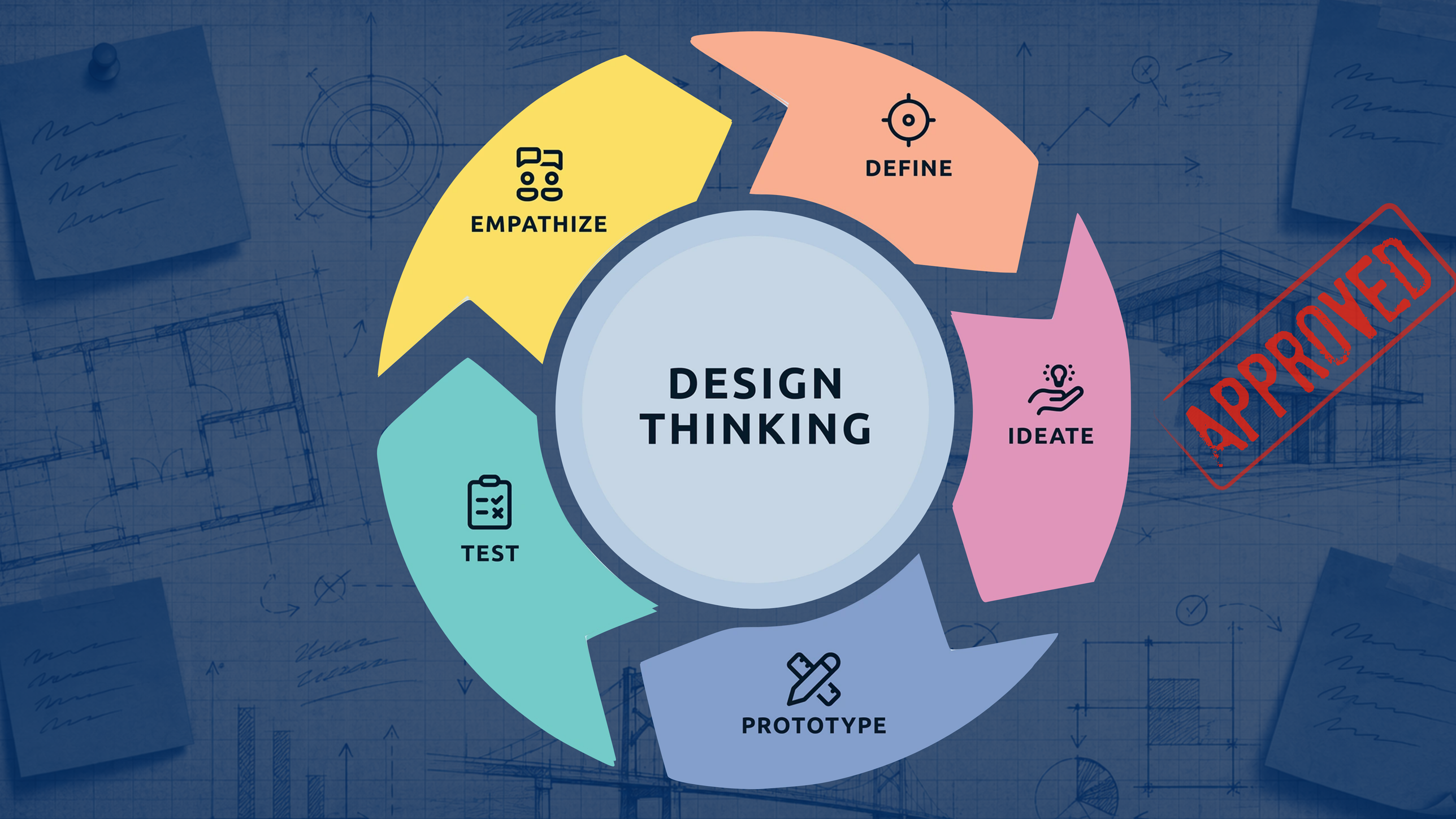


Post here: mrhook.it/client

Architects don’t begin with BLUEPRINTS

They begin with understanding the people who *live* inside the building.

The same is true for great TEACHERS


DESIGN THINKING
DEFINE
IDEATE
PROTOTYPE
TEST
EMPATHIZE
APPROVED

HUMAN

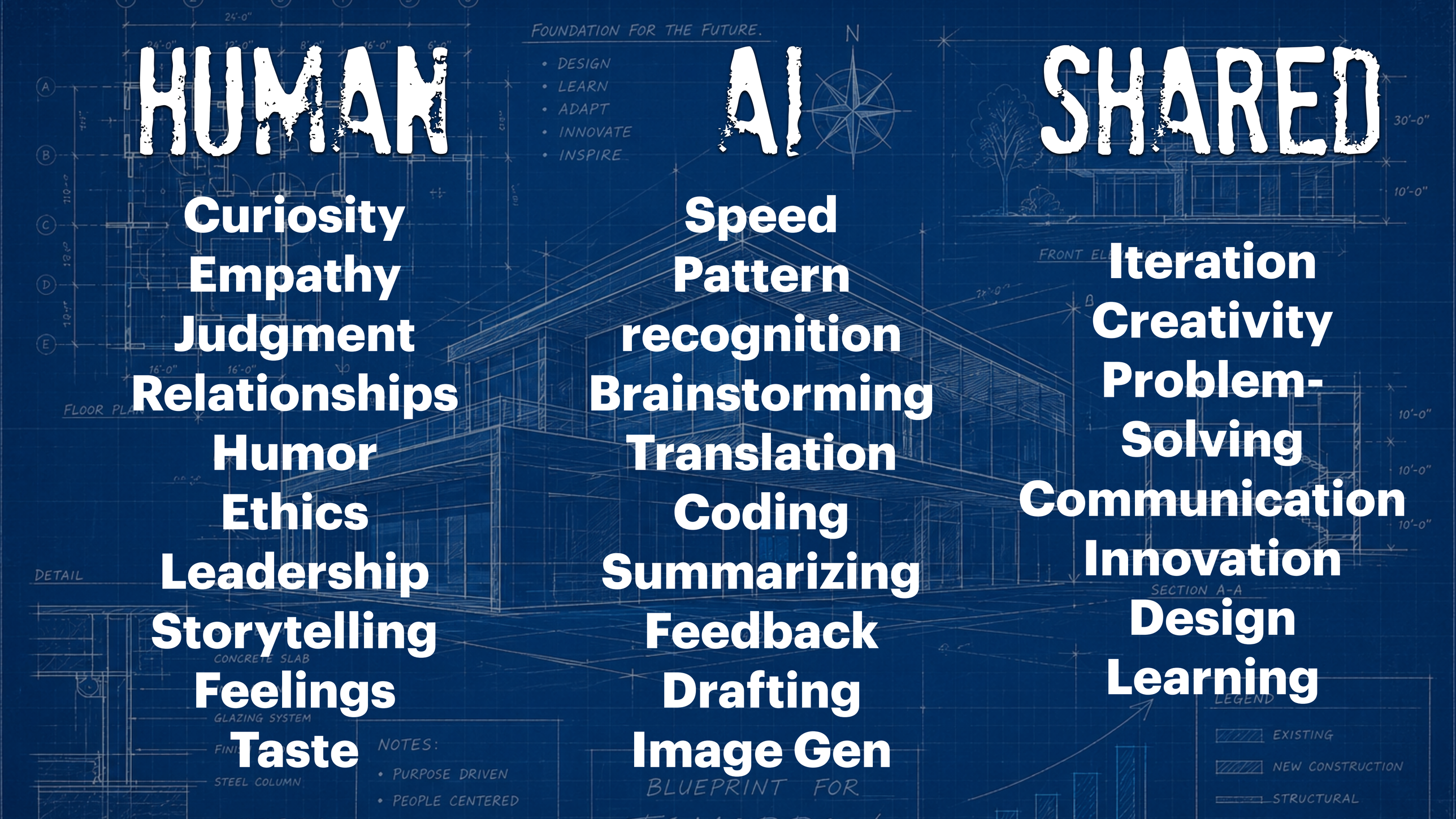
Curiosity
Empathy
Judgment
Relationships
Humor
Ethics
Leadership
Storytelling
Feelings
Taste

AI

Speed
Pattern recognition
Brainstorming
Translation
Coding
Summarizing
Feedback
Drafting
Image Gen

SHARED

Iteration
Creativity
Problem-Solving
Communication
Innovation
Design
Learning









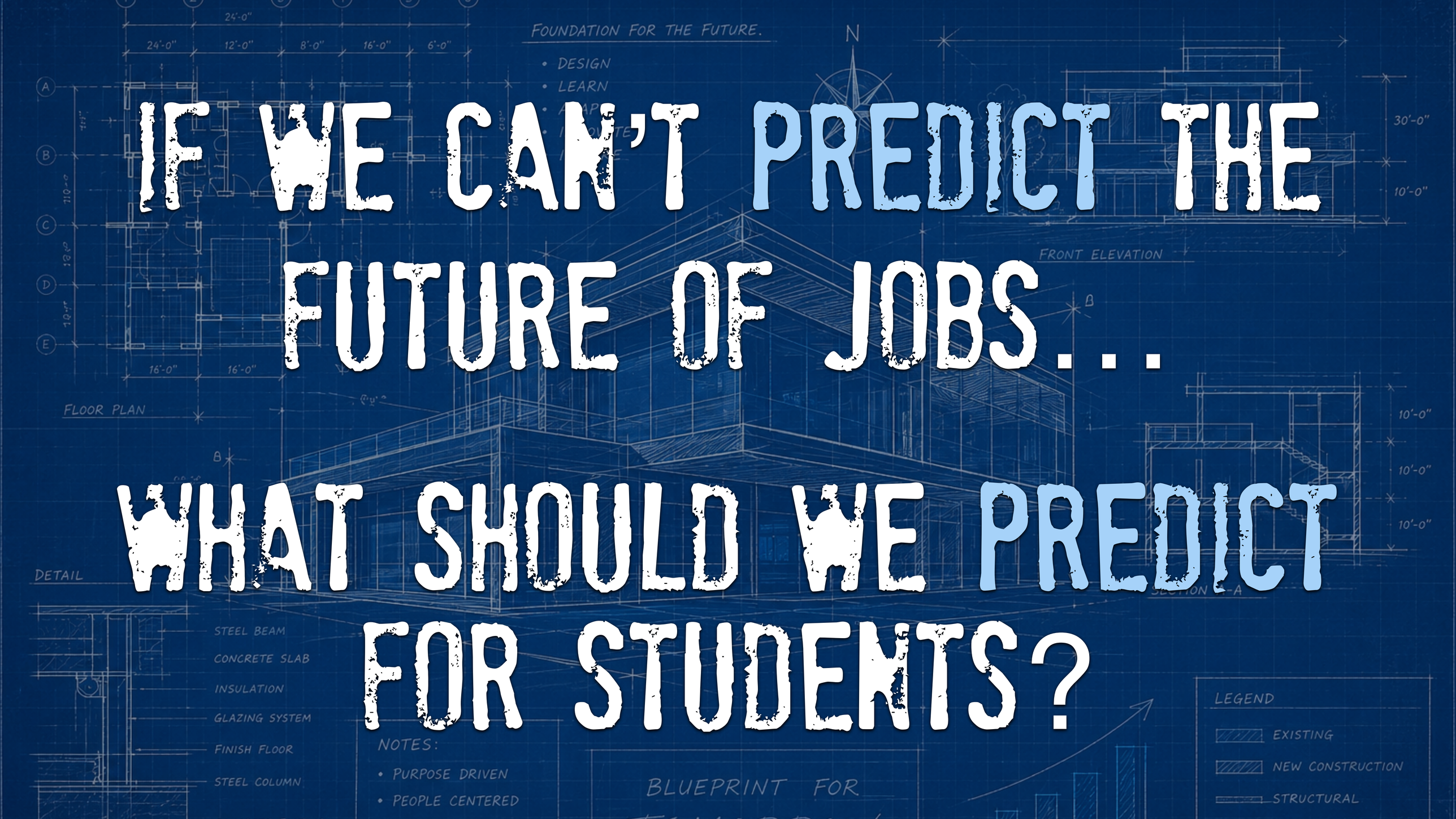



AI is becoming a powerful tool for EDUCATION



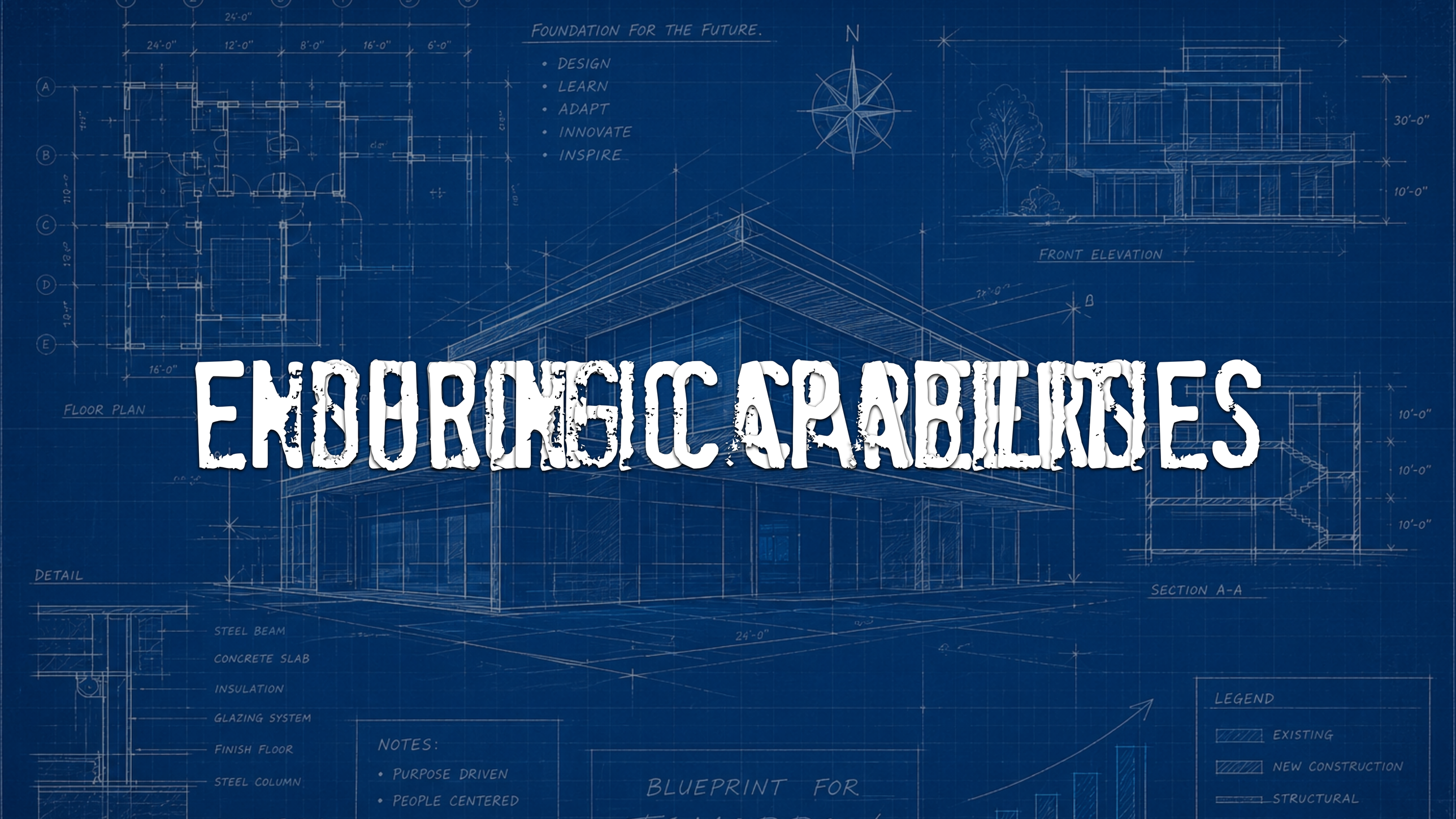
But powerful tools have never replaced great DESIGNERS

They've simply allowed them to build things that' weren't POSSIBLE before.



IF WE CAN'T PREDICT THE FUTURE OF JOBS...

WHAT SHOULD WE PREDICT FOR STUDENTS?



ENDURING CAPABILITIES

ENDURING CAPABILITIES

Curiosity

Critical Thinking

Adaptability

Learning how to learn

Creativity

Resilience

Collaboration

Communication

Ethical Judgement

HOW DO YOU INTEGRATE THESE INTO THE LEARNING PROCESS?

Curiosity

Critical Thinking

Adaptability

Creativity

Learning how to learn

Resilience

Collaboration

Communication

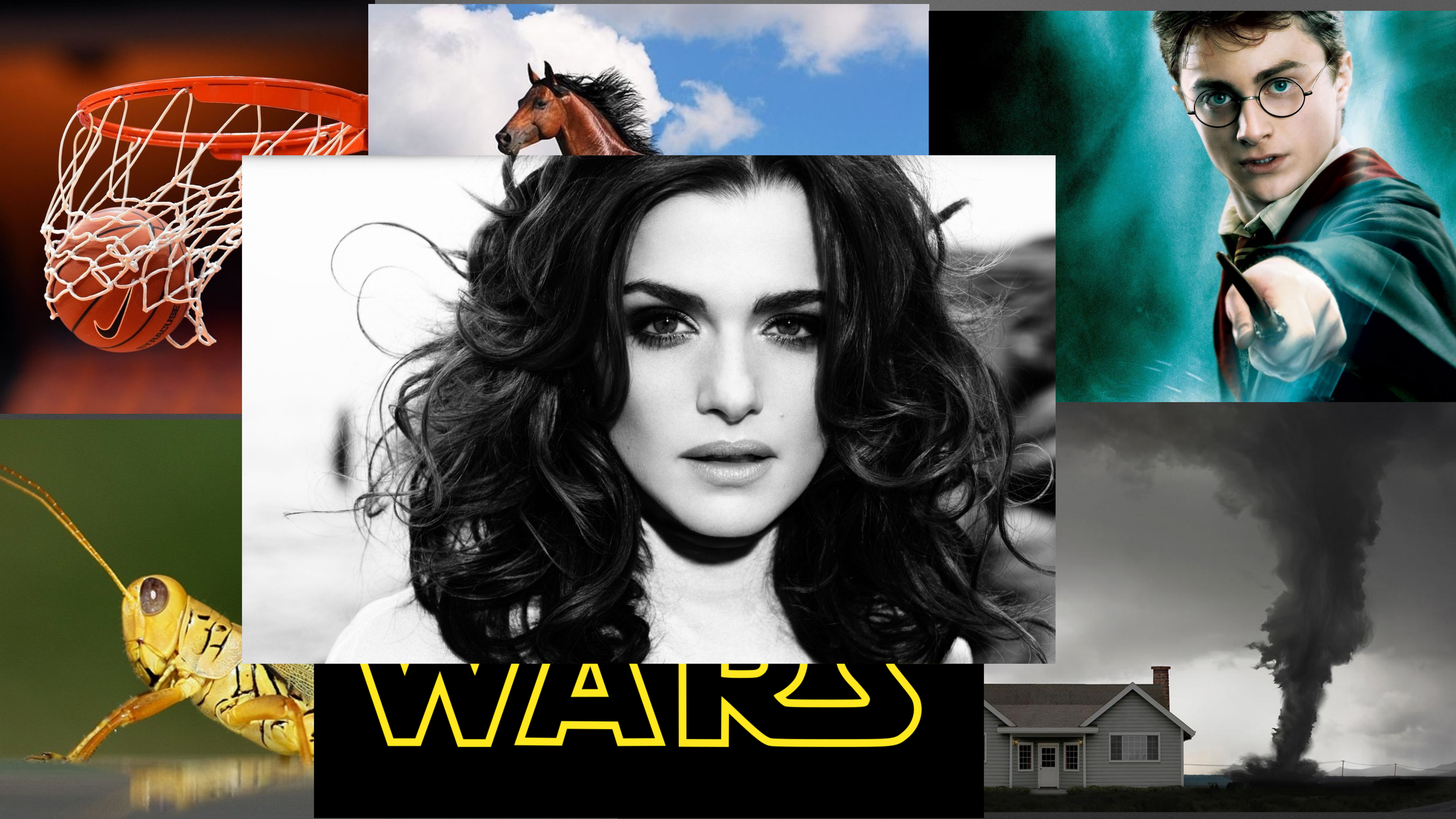
Ethical Judgement

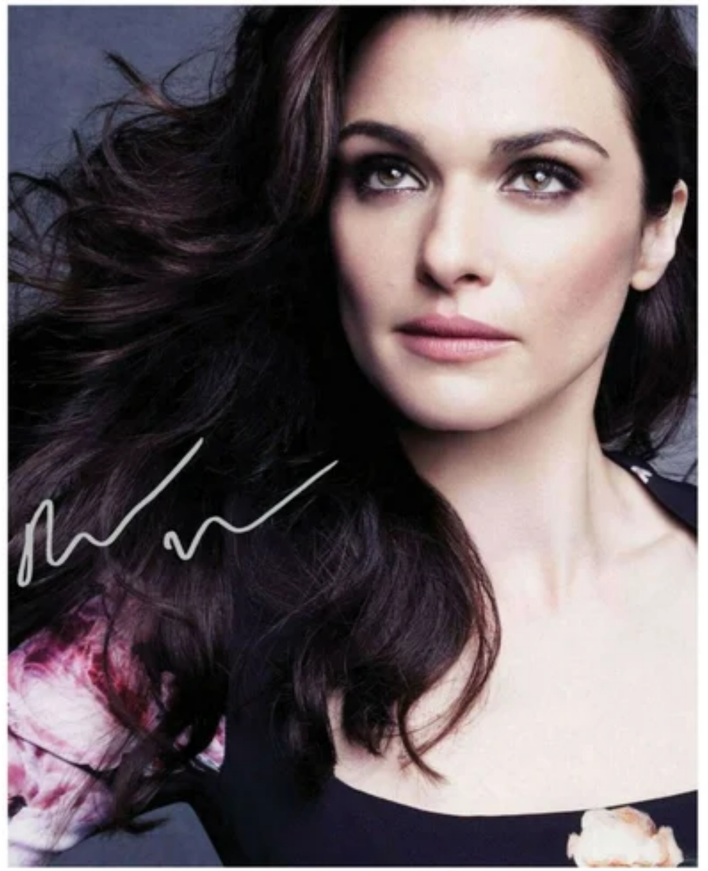









WARS









Last Y



Last Month



Technology is here to stay, and its ubiquity and power must be harnessed to help our youngest and most vulnerable.

THANK YOU!

Resources:
mrhook.it/hershey







mrhook.it/link carl@hookertech.com @hookertech