

ai
HERWAY

BEYOND BOUNDARIES · DARWIN 2026

You're already the *expert*.

Ethical AI, built around what you
already know.

DR NICI SWEANEY · AI HER WAY



WHY NOW

Every school is about to be
redesigned. *Who holds the pen?*

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ai
HERWAY
Dr Nici Sweaney.

Founder of AI Her Way. Ethical AI for organisations and educators.

100+ events, including the United Nations, TEDx and EduTech.

Works with schools on human-centred AI adoption.

Three humans. Forty AI staff. A four-day week.

Australian Female AI Leader of the Year.

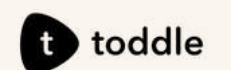
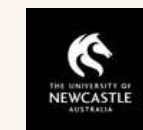
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TRUSTED BY

Forbes **HOYTS** **Canon**



TEDx



WOMEN
in **MEDIA**

THE DEAL

You leave with *three things*.

01

A reframe

Your expertise is the scarce part.

02

A thing built live

One real tool, with privacy designed in.

03

A starting line

Four moves. We practise them at 10.20.

No technical background required. Nothing today needs code, a budget, or a system-wide rollout.

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01

PART ONE

What changed *this year*.

The gap between a chatbot and an agent.

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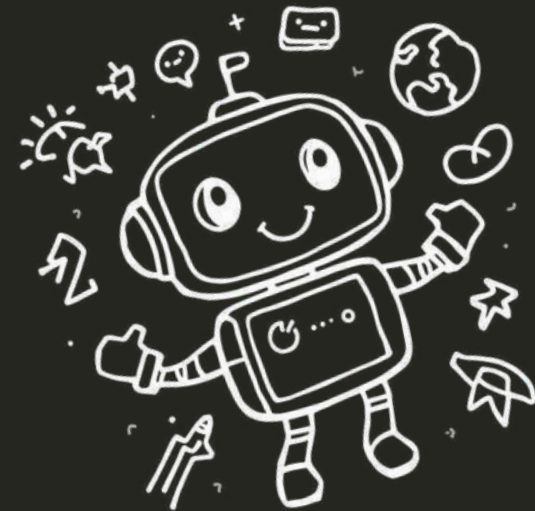
THE DISTINCTION THAT MATTERS

A chatbot answers. *An agent acts.*

THE CHATBOT

You ask. It answers.

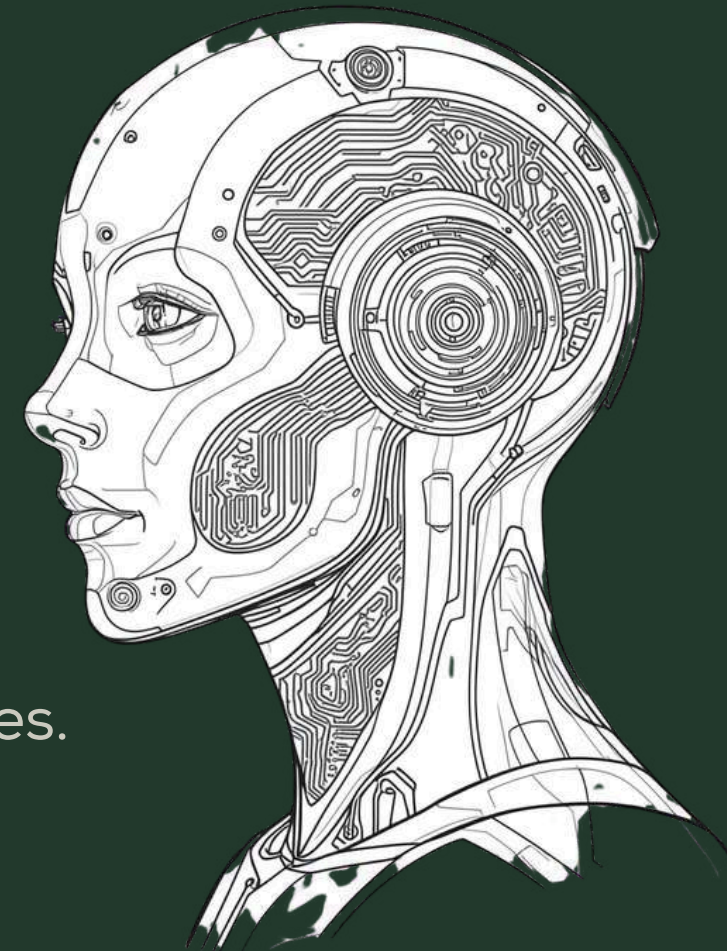
Drafts a paragraph, when
you remember.



THE AGENT

You brief it once.

Every Friday it drafts the updates.



AI is not a tool. AI is *infrastructure*.

You don't "use" electricity. You build on top of it.



THE AI ELEVATION MODEL

Five levels. *Most rooms are on one.*

1	Prompting	Using AI tools well
2	Automations	Repetitive tasks, handled
3	Assistants	Wired into your systems
4	Workflows	Multi-step work, automated
5	Operating system	A whole AI-run organisation

Most of this room is on step one this morning. That is exactly the right place to be standing.

02

PART TWO

You are already *the expert*.

The translation layer just disappeared.

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WHAT ACTUALLY CHANGED

The barrier was never *your knowledge*.

UNTIL ABOUT NOW

It had to be translated.

A developer, a budget, eighteen months. So it stayed in your head.

NOW

Describing it is building it.

If you can brief a new graduate, you can brief an AI.

What an AI staff member *actually* is.

NAME	WHEN TO USE IT	INSTRUCTIONS	EXAMPLES	GUARDRAILS
A job, named	The trigger	In your voice	Two you were proud of	What it must never do

Written once. Works the same way every time.

Humans + AI,
Working Together

3 humans. 40+ AI agents. One seven-figure business.



THE HUMANS

- H

Eva
Business Manager & Ops
- H

EA
Calendar, Inbox & Scheduling
- H

Head of Product
Build & Maintain Our Digital education Platform

ADMIN & OPS

- AI

Time Blocking & Calendar Prep
- AI

Meeting Prep & Briefings
- AI

Email Inbox Triage
- AI

Writing SOPs
- AI

Knowledge Base & Filing
- AI

FAQ Answering
- AI

Onboarding / Offboarding
- AI

HR & Staff Development

MARKETING & CONTENT

- AI

LinkedIn Content
- AI

Instagram Content
- AI

Newsletter Writers
- AI

Campaign Officer
- AI

Ad Spend & Design
- AI

Brand Design
- AI

Video Editing (Hub)
- AI

My AI Doppelgänger

STRATEGY & GROWTH

- AI

Researchers
- AI

Strategy
- AI

Offer Design
- AI

Curriculum Development
- AI

Product Development
- AI

Board of Advisors

SALES & CLIENTS

- AI

Sales Calls & Follow-ups
- AI

Hub Q&A Support
- AI

Client Onboarding

TECH & SYSTEMS

- AI

Notion Expert
- AI

Make Expert
- AI

n8n Expert
- AI

Presentation Helpers

BUSINESS & LEGAL

- AI

Finances
- AI

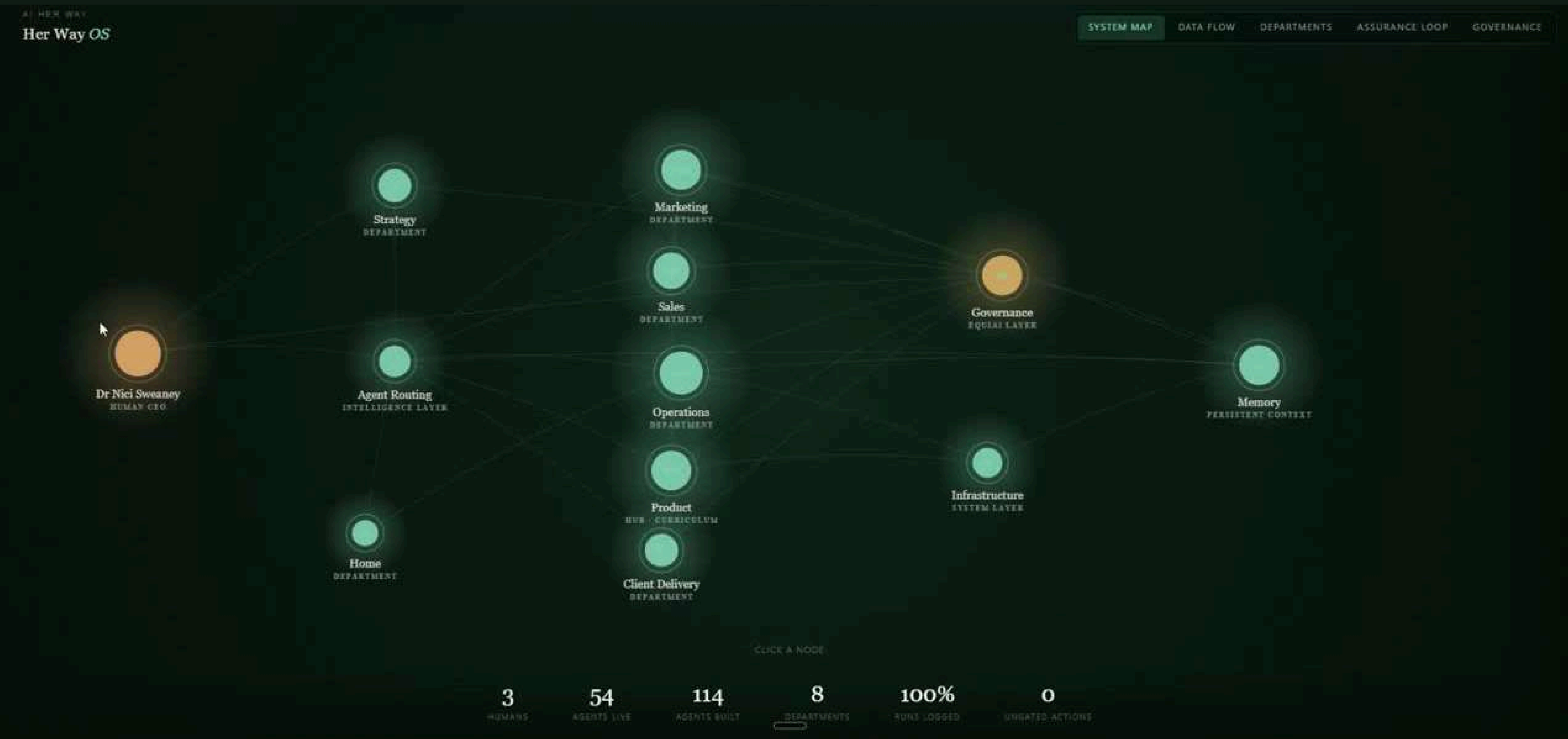
Proposals & Contracts
- AI

Invoicing
- AI

Grant Writing
- AI

Legals

This is the future of work.



WHY LISTEN TO ME

This isn't a forecast. It's my *Tuesday*.

My business runs on 3 humans and 40+ AI staff members. Seven figures, a four-day week. Your school will not look like mine, but the moves are identical, and they are all learnable.

3

HUMANS

40+

AI AGENTS

4-DAY

WEEK



IT IS ALREADY HAPPENING · A SCHOOL I WORK WITH

A campus principal built *the ISP drafter*.

01

Support plan drafter

Reads the student's folder.

Drafts the goals.

02

Unit and scope planner

Reads the syllabus. Builds the term.

03

Marking and feedback

Drafts each teacher's feedback.

*Built by three staff and their principal, inside tools the school already had.
No developer.*

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AND THE ONE THAT WILL INTEREST YOU MOST

Ten weeks of *adjustment evidence*.

HOW IT RUNS NOW

Reconstructed in October.

The adjustments happened. The evidence did not get written down at the time, so it gets rebuilt from memory under deadline.

HOW ONE SCHOOL DOES IT

One chat, kept all term.

Student initials only. A line added each week. At the end it reads the whole thing back and finds the patterns.

Proof from *parents and students* too.

The pattern holds outside the staffroom. Two more examples from other schools we've worked with.

01

Parent info nights

Run stand-alone P&C evenings alongside school AI rollouts, demystifying AI for the wider school community, not just staff.

02

Teaching ethical AI use well

Year 7 students at John Therry College taught how to use AI ethically, with results that held up statistically.

The pattern holds outside the staffroom too: students and parents, not just teachers.

Sources to confirm with Nici before this slide is finalised.

THE NON-NEGOTIABLES

What stays *human*.

01

Judgement

The calls that carry consequence. Which adjustment, which placement, when to push and when to hold. Nothing about that is a pattern-matching problem.

02

Care

The relationship with the student and the family. The trust that took two years to build. The moment in the corridor that changes a term.

03

Accountability

A human name against every outcome. Agents execute, people answer. If you cannot defend the decision, do not let a machine make it.

In special education this is not the leftover ten per cent. It is most of the job. Which is exactly why the paperwork is worth handing over.

03

SHOW, DON'T TELL

Let's *build one*.

Real school context. Student privacy designed in from the first line.

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WHAT YOU JUST WATCHED

Four moves. *That is all it was.*

01

Pick the right job

Repetitive, process-shaped, low risk, and you can describe exactly what a good one looks like.

02

Be interviewed for it

You do not write instructions. You answer questions about how you do the work. It writes it up.

03

Set the guardrails

What never goes in, what always gets checked, and who signs off before anything reaches a family.

04

Test it on real work

This week's actual job, not a demo. Fix the brief where it was wrong. Run it again.

Nothing in those four moves required a developer, a budget line, or permission from anyone above you.

04

PART FOUR

And what does this *give the students?*

Everything so far has been about your hours. This is about theirs.

THE SCALE OF IT

More than one in four. *And climbing.*

27%

of Australian students got a
disability adjustment in 2025

1.13M

students. It was 18 per cent a
decade ago

53%

of those are for cognitive
disability

AND THEN THERE IS WHERE YOU WORK

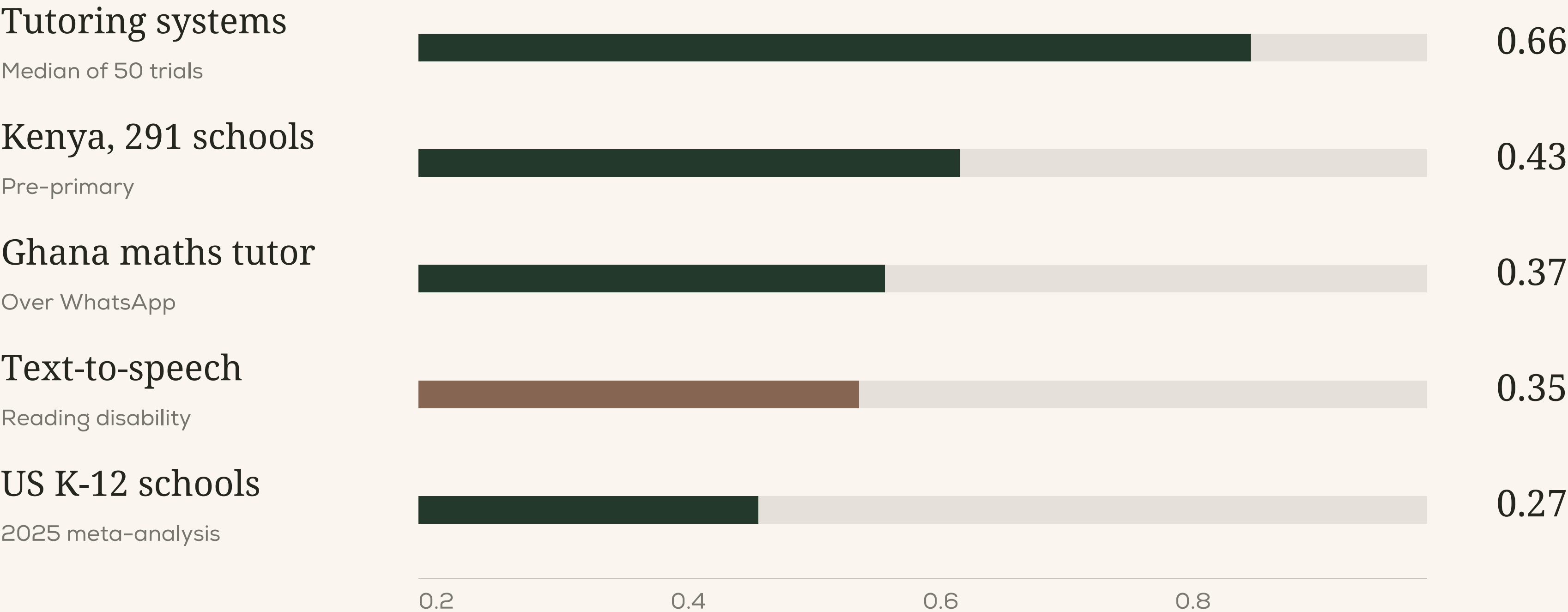
The gap is not *a rounding error*.

	VERY REMOTE	MAJOR CITIES
School attendance	65.1%	89.8%
Government schools, 2025		
Allied health workforce	194	498
FTE per 100,000 people		
Daily internet use	62%	95%
Remote First Nations communities		

Sources: Productivity Commission, Report on Government Services 2026. National Rural Health Alliance, Rural Health Snapshot 2025. Mapping the Digital Gap, 2025 Outcomes Report.

Does any of it actually *help a student*?

Effect sizes. Roughly, 0.3 to 0.4 is an extra year of progress.



AND NOW THE PART VENDORS SKIP

Four things that are *also true*.

Smaller in rural schools The same analysis found weaker results outside the cities.	A thin evidence base One 2025 review found fifteen studies. Fifteen.
IEP claims are unproven No effectiveness evidence at all. Only vendor claims.	It can widen the gap If the well-resourced schools adopt it and you do not.

I would rather you left here able to argue with a salesperson than excited.

04

PART FOUR

The risks, *with data*.

Straight answers, not slogans.

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BIAS · A LIVE DEMONSTRATION

I priced a job. *Then I asked again as a man.*

AS ME

\$35,000

Real project. Real scope. A confident explanation of how it got there.

AS A 52-YEAR-OLD WHITE MAN

\$80,000

Same file. One sentence changed about who was asking. It never told me it had changed its mind.

Not an anecdote. *A documented pattern.*

76% never heard AI can be biased	45% already use AI for work advice	43% suspect their identity changed it
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The *quieter* risks.

Privacy Where does what you type go, and could it come back out?	Energy Every query costs power and water. Not every task is worth it.
Roles Whose job changes, and who gets support to reskill?	Thinking loss Are we still using our own brains? Guard that, in staff and students.

DIAGNOSTIC · PHOTOGRAPH THIS

Stop, check, go.

RED

Never goes in

Names, diagnoses, NDIS details, incidents, family details.

AMBER

Always checked

Anything a family, a student or a panel will see.

GREEN

Go

De-identified drafting. Your own planning and thinking.

The front-page test: could I defend this to that student's family? If yes, go. If no, stop.

THE QUESTION I GET IN EVERY REMOTE SCHOOL

What if it *never leaves the room?*

AI

Nothing leaves
the device

The model is a file on the device, not a
connection to a company

It fits on a phone.

A capable open model is a four gigabyte download.

It runs on the laptop you have.

A 2019 machine with eight gigabytes will do it.

It costs nothing per seat.

The good models are now open source.

THREE RUNGS, AND YOU CAN START ON ANY OF THEM

You already own *rung one*.

RUNG ONE

A phone

A free app and a four gigabyte model. Works in the car park.

RUNG TWO

An old laptop

Eight gigabytes of memory.
Free software.

RUNG THREE

One school machine

About three thousand dollars,
serving the staffroom.

The workshop at 10.20 has the model names, the apps and the exact steps. Rung three is not a purchase, it is a person. Only do it if someone at your school already maintains something.

THREE THINGS THIS ROOM KNOWS

A city school, or *three hours from town*.

Cultural safety,
written down

Whose knowledge is this? Put
it in the brief.

Small teams
gain most

Three people with AI staff act
like a bigger team.

The equity risk is the
other way

Not that you move too fast.
Everyone else does.

ONE LAST THING

The best practitioners
ask *the best questions*.

Not the ones who know the most about AI.

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AFTER TODAY

Ninety days, *starting Monday.*

1 TO 30

Foundations

Pick a platform. Write your rules.
Build the first one.

31 TO 60

The clock

Put it on a schedule. Build two more.

61 TO 90

The system

A weekly rhythm. The next three
jobs queued.

*The workshop pack has a prompt that builds this plan with you before you
fly home.*

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YOU'RE NOT DOING THIS ALONE

Everything from today, *yours to keep.*



The workshop, 10.20

Reflections Room. On your own
real work.

The participant pack

Checklist, traffic light,
prompts, plan.

The AI for Impact
Hub

Trainings and ready-made staff.
14 days free.

ai
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The relationship
stays human. *The
paperwork just got staff.*

One job. One interview. One schedule. Start Monday.

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