



Colorado Charter Schools Annual Conference

February 25-27, 2026
Denver Marriott Tech Center



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Redefining the Classroom: AI, VR, Virtual Tutors, and Research from Harvard

Cari Warnock, Education Ambassador to Charter Schools
CDW

Kathleen Ouellette, Chief Innovation Officer
VictoryXR

Evergreen D
February 26, 2026 | 1:30 – 2:30 PM
Technology & AI



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at your
fingertips.



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November 11, 2026
Denver, Colorado



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We make it our priority to **advocate** for high-quality public charter schools across Colorado.



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Redefining the Classroom: AI, VR, Virtual Tutors, and Research from Harvard



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CDW Education



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**METRO
NASHVILLE
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SCHOOLS**

DELL Technologies



Education

We make technology work so students can do great things.



Education



Kathleen Ouellette, M.Ed.

VICTORYXR™

Chief Innovation & Education Officer

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Special Needs Educator (B-3 and K-A)

Experiential Learning Advocate

XR and AI Specialist

Home and Virtual Education Specialist

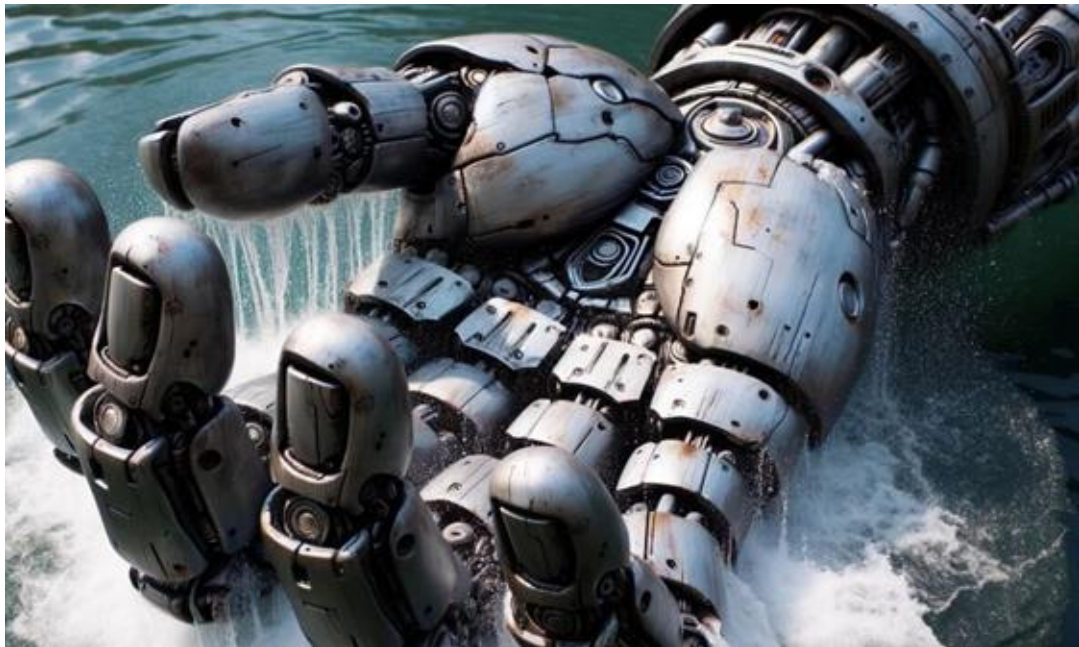
Performing Arts Philanthropist

Military Vet Spouse

CDW Education



1



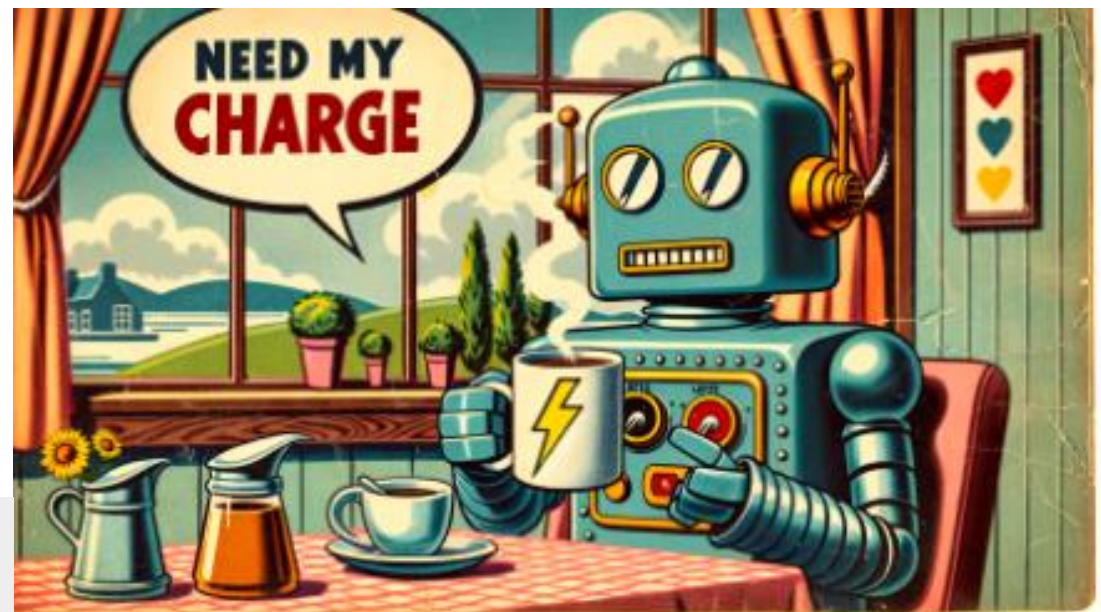
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3



4



AI



CDW

Future of Jobs Report 2015-2025

B. Top 15 skills for 2025

1	* Analytical thinking and innovation
2	Active learning and learning strategies
3	* Complex problem-solving
4	* Critical thinking and analysis
5	* Creativity, originality and initiative
6	Leadership and social influence
7	Technology use, monitoring and control
8	Technology design and programming

Top 10 skills

in 2020

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

in 2015

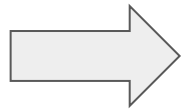
1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity



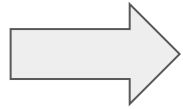
Source: Future of Jobs Report, World Economic Forum

Colorado Personalized AI-Driven Education Act

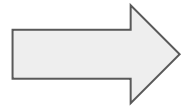
Establish AI Learning Systems:



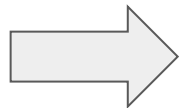
CDE implements state-wide (adapt to individual learning paces and styles in real-time)



Teacher empowerment and training: reduce burden, mandatory AI literacy training for staff.



Data Privacy and Ethics: ensure data law compliance



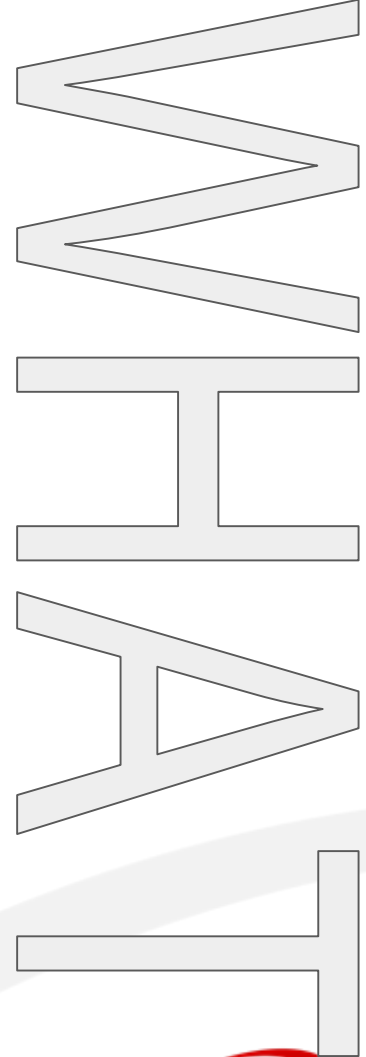
Career Aligned: CDW high tech career clusters, AI fluent graduate



Summary: What Colorado Charter Schools Might Do (Co-Pilot)

If the Act moves forward, charter schools can redefine education by:

- 1. Personalizing learning with adaptive AI systems.**
- 2. Implementing new staffing models with Guides supporting teachers.**
- 3. Offering early graduation options and flexible pathways to college/career.**
- 4. Enhancing infrastructure to support responsible, privacy-aligned AI.**
- 5. Using AI to expand equity, accessibility, and wellness.**
- 6. Redesigning STEM and CTE through AI-empowered, project-based learning.**
- 7. Leading in governance, ethics, and statewide innovation.**



Summary: What Colorado Charter Schools Might Do (Gemini)

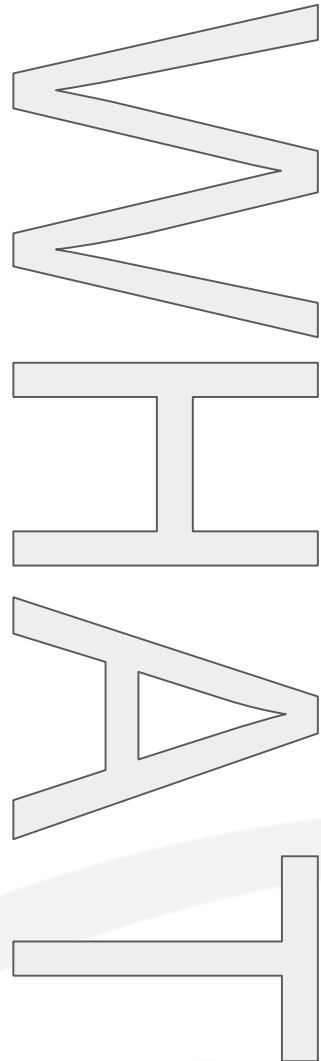
AI-Driven Pacing: Shifts from "one-size-fits-all" lectures to **Mastery-Based Learning**, where students advance only after 100% concept mastery.

Immersive Content: Replaces static textbooks with **VR/AR experiences**, creating a "sense of presence" for abstract or dangerous subjects.

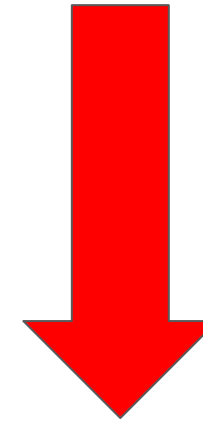
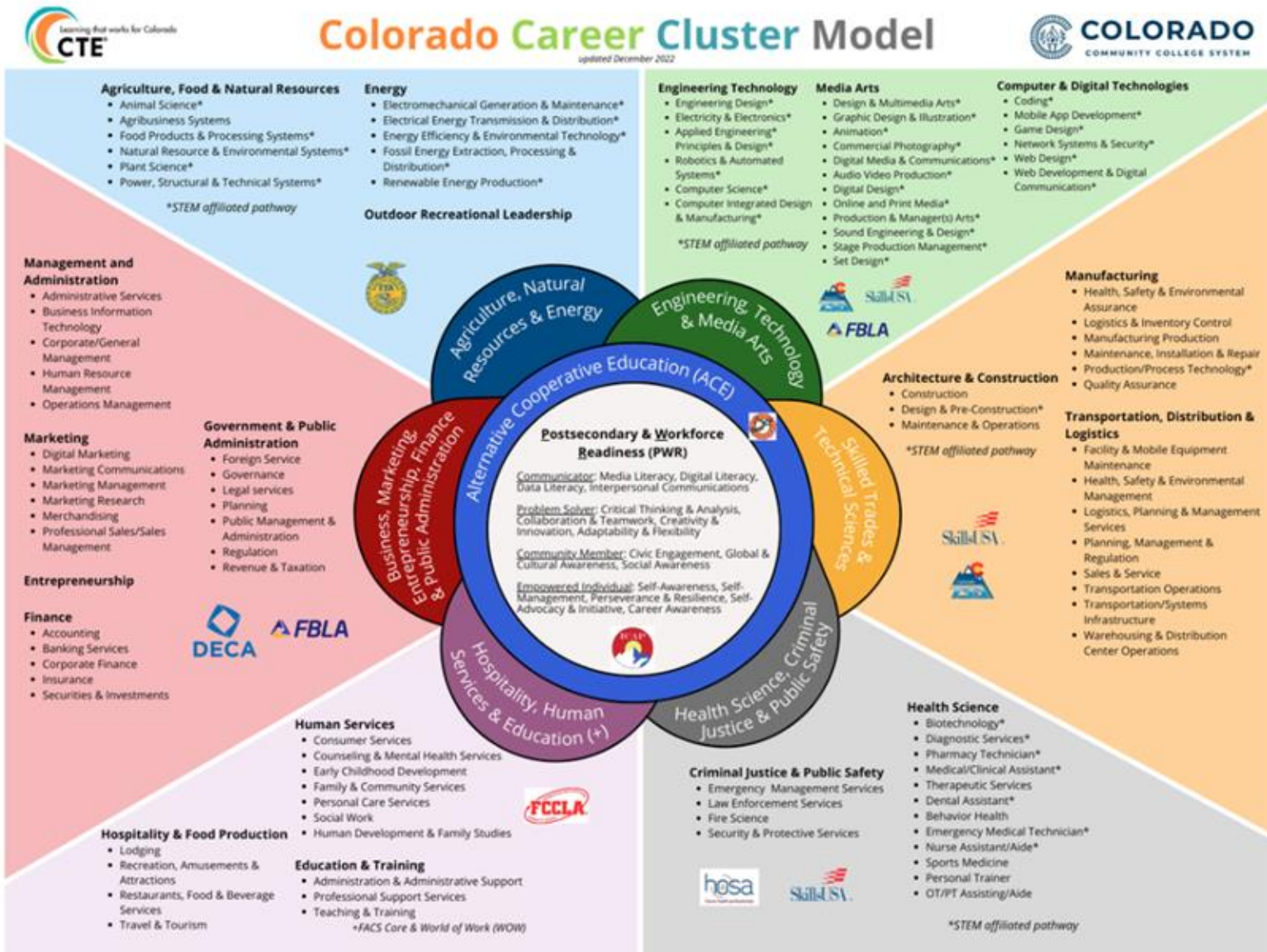
Teacher as Mentor: Transitions the educator's role from a content deliverer to a **data-driven facilitator** focusing on inquiry and social-emotional support.

Real-Time Feedback: Moves from end-of-unit testing to **continuous feedback loops** provided by AI tutors during the learning process.

Flexible Learning Zones: Redesigns physical rooms from rigid rows into **Activity Zones** for collaboration, deep work, and immersive tech



CDW Career Clusters: AIMR Technology Role

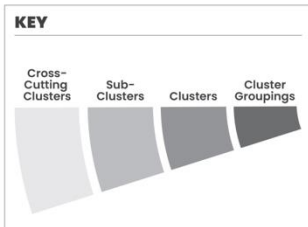
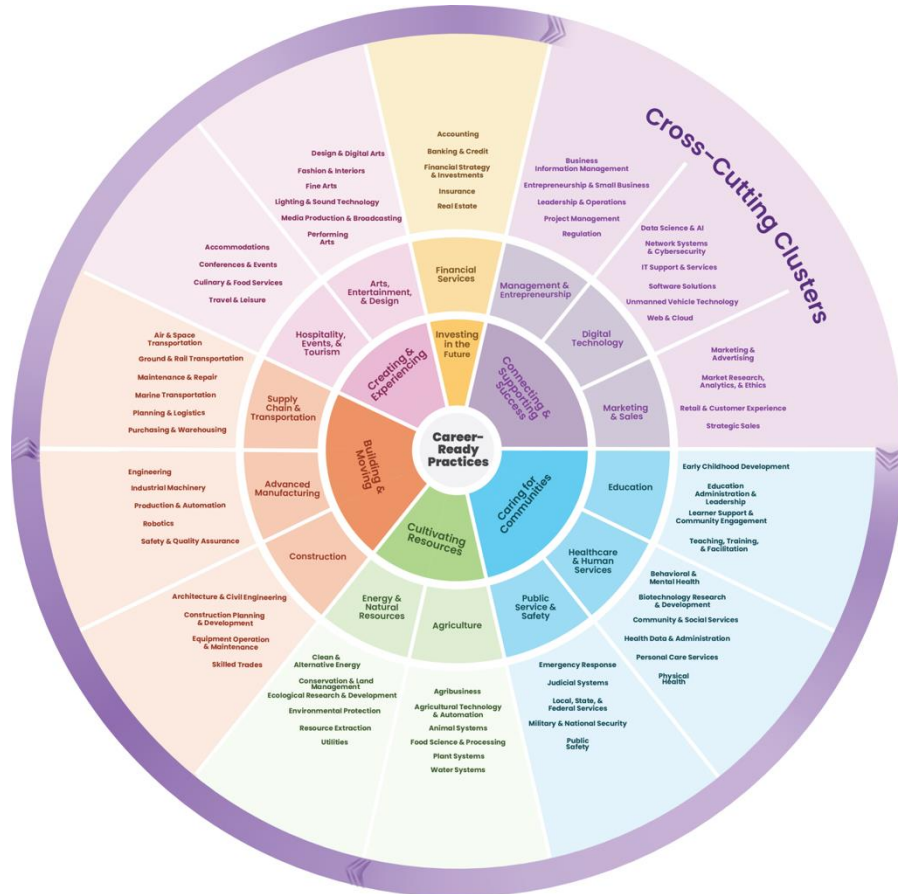


PRO TIP: Check the **My Colorado Journey** portal or the **Eligible Training Provider List (ETPL)**. In 2026, many of these AI micro-credentials qualify for state-funded "Workforce Innovation and Opportunity Act" (WIOA) dollars, meaning the state may pay for your training if it aligns with a high-demand career cluster.

HOW

National Career Clusters Framework, Role of AI/VR

“Advance CTE: State Leaders Connecting Learning to Work”



Caring for Communities

Education
 Early Childhood Development
 Education Administration & Leadership
 Learner Support & Community Engagement
 Teaching, Training, & Facilitation

Healthcare & Human Services
 Behavioral & Mental Health
 Biotechnology Research & Development
 Community & Social Services
 Health Data & Administration
 Personal Care Services
 Physical Health

Public Service & Safety
 Emergency Response
 Judicial Systems
 Local, State, & Federal Services
 Military & National Security
 Public Safety

Building & Moving

Advanced Manufacturing
 Engineering
 Industrial Machinery
 Production & Automation
 Robotics
 Safety & Quality Assurance

Construction
 Architecture & Civil Engineering
 Construction Planning & Development
 Equipment Operation & Maintenance
 Skilled Trades

Supply Chain & Transportation
 Air & Space Transportation
 Ground & Rail Transportation
 Maintenance & Repair
 Marine Transportation
 Planning & Logistics
 Purchasing & Warehousing

Connecting & Supporting Success**

Digital Technology**
 Data Science & AI
 IT Support & Services
 Network Systems & Cybersecurity
 Software Solutions
 Unmanned Vehicle Technology
 Web & Cloud

Management & Entrepreneurship**
 Business Information Management
 Construction Planning & Development
 Entrepreneurship & Small Business
 Leadership & Operations
 Project Management
 Regulation

Marketing & Sales**
 Market Research, Analytics, & Ethics
 Marketing & Advertising
 Retail & Customer Experience
 Strategic Sales

Creating & Experiencing

Arts, Entertainment, & Design
 Design & Digital Arts
 Fashion & Interiors
 Fine Arts
 Lighting & Sound Technology
 Media Production & Broadcasting
 Performing Arts

Hospitality, Events, & Tourism
 Accommodations
 Conferences & Events
 Culinary & Food Services
 Travel & Leisure

Cultivating Resources

Agriculture
 Agribusiness
 Agricultural Technology & Automation
 Animal Systems
 Food Science & Processing
 Plant Systems
 Water Systems

Energy & Natural Resources
 Clean & Alternative Energy
 Conservation & Land Management
 Ecological Research & Development
 Environmental Protection
 Resource Extraction
 Utilities

Investing in the Future

Financial Services
 Accounting
 Banking & Credit
 Financial Strategy & Investments
 Insurance
 Real Estate

****Cross-Cutting Clusters**
 Denote careers that overlap in all industries, highlighting the versatile and interconnected nature of today's workforce. These careers can stand on their own or be contextualized in each Cluster and emphasize the need for adaptability in navigating the modern economy.
Notes:
 Clusters are listed in alphabetical order. Clusters and Sub-Clusters represent the entire world of work (see definitions).

What are the sectors? (in ABC order)



Agriculture



Business/
Industry



Coalition/
Alliance



Donor/
Funder



Government/
Policy



Individual/
Community
Member



Medical/
Health care



Military



Non formal
education



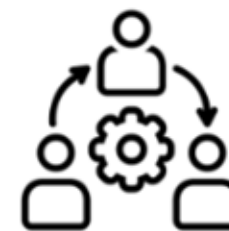
Non-profit



Post-secondary/
Higher education



PreK-12



Professional
organization



Trade
association

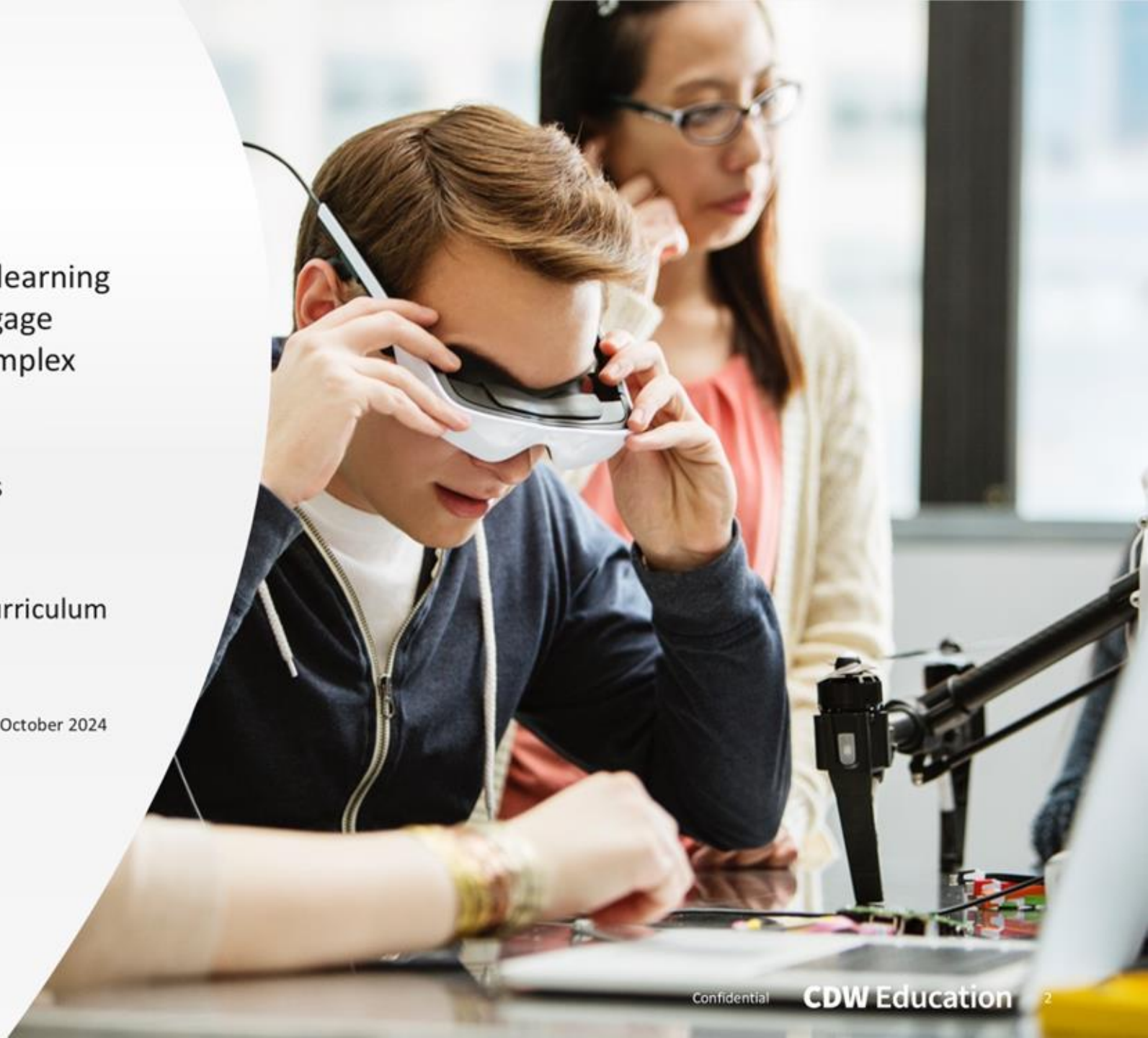
The Shifted Reality of Learning

Schools are increasingly seeking immersive learning technology like Extended Reality (XR) to engage students, but many face challenges with complex setups, scalability and security.

67% of teachers hope that XR technologies will be used regularly in schools

94% of teachers believe that aligning XR curriculum with academic standards is crucial

Source: XR Association, "Insights from Teachers on Future of XR in Education," October 2024



A photograph showing two young women in a classroom-like setting. They are both wearing VR headsets and appear to be engaged in a virtual experience. The woman in the foreground is adjusting her headset, while the woman in the background is looking forward. They are sitting at a table with a coffee cup visible. The background shows large windows and a bright, airy environment.

XR Solutions for Education by CDW

CDW provides comprehensive technology solutions, from infrastructure to innovative tools like XR, that empower educators and students. **Our tailored solutions address key challenges.**

Simplifying complex XR deployments

Provisioning devices with XR-specific MDM solutions

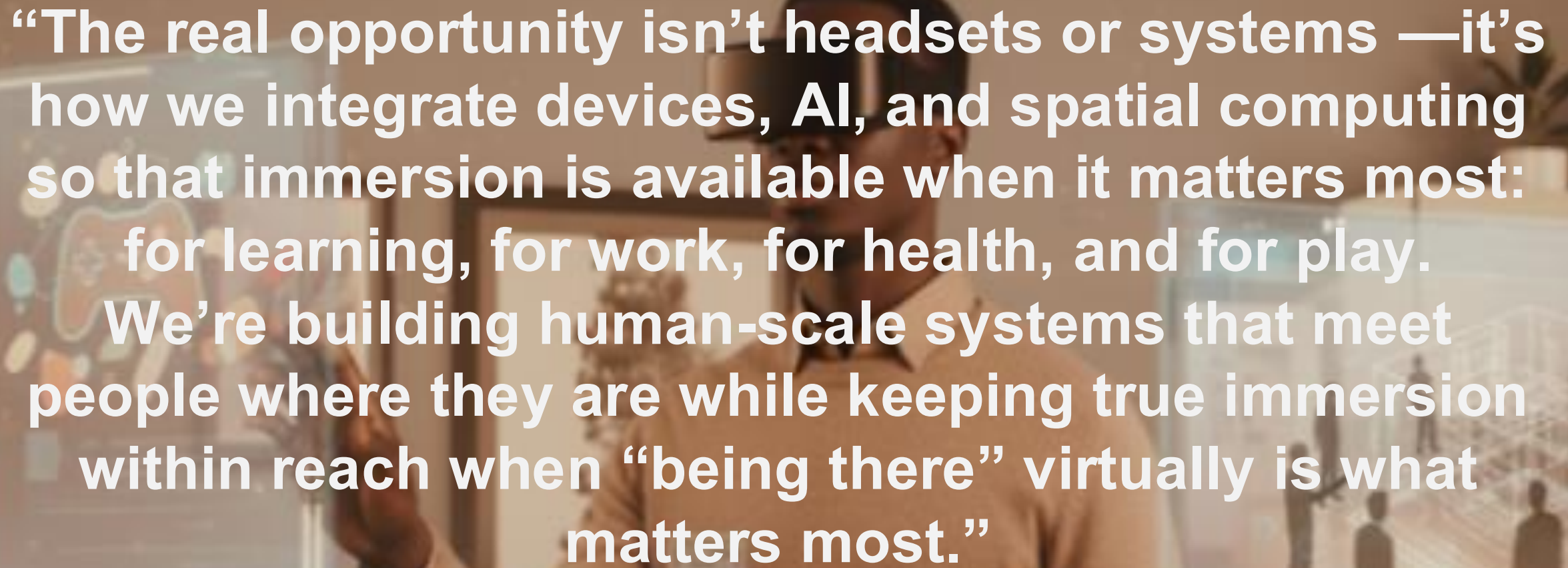
Ensuring security, scalability and alignment with academic standards

The Future of Education, Powered by XR

From the first consultation to ongoing roadmap management, CDW ensures a smooth, effective and scalable XR experience for your institution.

**Unlock the future of immersive learning
with CDW Education.**



A man wearing a VR headset is shown in a modern office environment. He is interacting with a large digital display that shows various data visualizations, including a map and a network diagram. The background is a blurred office space with other people and technology.

“The real opportunity isn’t headsets or systems —it’s how we integrate devices, AI, and spatial computing so that immersion is available when it matters most: for learning, for work, for health, and for play. We’re building human-scale systems that meet people where they are while keeping true immersion within reach when “being there” virtually is what matters most.”

Elizabeth Hyman, CEO at XR Association

Redefining the Classroom

AI, VR, Virtual Tutors, and
Research from Harvard



HoloTutor License Holders: 13,974

AI Sessions Created
via Creator Studio: 2,251

Between Jan 14 and Jan 30, there were
over 37K inquiries

That's essentially 37K Curiosities guided,
directed, answered from a personal agent

[Video](#) | [Facebook](#)

[Meet The #ChangeAgents with Steve Grubbs - VR &
Mixed Reality Expert - YouTube](#)



CHALLENGES:

**Why don't students want to
sit down and listen?**

CHALLENGES:

Why don't students want to sit down and listen?

- 1. They don't relate to what WE want THEM to learn**
- 2. They want to make money and you want them to learn a geometric formula**

CHALLENGES = STUDENT'S FRUSTRATIONS

Why don't students want to sit down and listen?

FLIP THIS QUESTION:

Why am I being asked to LISTEN and then WRITE?

SOLVE?

CHALLENGES = STUDENT'S FRUSTRATIONS

Because, in life, for the most part,

I will be asked to PHYSICALLY DO something while understanding HOW to do it and WHY.

They know this because this is what they see people doing on YouTube, TikTok, Movies, and personal relationships.

CHALLENGES = STUDENT'S FRUSTRATIONS

For our students' sake and for our own sanity, it's
time to change the narrative.

HOW can we INCREASE Relatability and Engagement?

CHALLENGES:

Students need more than passive instruction

CHALLENGES:

Students need more than passive instruction

They need:

- Engagement in a distraction-heavy world
- Real-world relevance
- Career-connected learning
- Social-emotional development
- Personalized support
- Cross-curricular application
- Future-ready skills

CHALLENGES:

Educators need:

- Tools that integrate with existing curriculum
- Standards-aligned resources
- Support for diverse learners
- Scalable differentiation
- Measurable outcomes
- Flexible implementation (not one-size-fits-all programs)

SOLUTIONS:

**The Solution:
Immersive + Intelligent Learning**

VXRLabs and HoloTutor:

Transform traditional curriculum into interactive, experiential learning without requiring educators to abandon what they already use.

SOLUTIONS

Educators need:

- Tools that integrate with existing curriculum
- Standards-aligned resources
- Support for diverse learners
- Scalable differentiation
- Measurable outcomes
- Flexible implementation (not one-size-fits-all programs)

Student Outcomes

Research on tutoring and intelligent tutoring systems shows:

- Structured tutoring yields **substantial learning gains (~0.37 SD effect size)**
- One-to-one instruction can produce the equivalent of **~5 additional months of progress**
- Intelligent tutoring systems show consistent positive effects across K–12 contexts

Student Outcomes

What AI Agents Replicate

Generative AI agents can provide:

- Immediate feedback loops
- Step-by-step guidance
- Worked examples
- Infinite practice opportunities
- Questions tailored to student responses

Outcome: More time-on-task + individualized support = stronger mastery.

HOW AI Bridges Learning Gaps



Adaptive Scaffolding

- Adjust reading level or complexity instantly
- Re-explain concepts multiple ways
- Slow down without stigma

Just-In-Time Intervention

- Detect misconceptions during practice
- Provide hints rather than answers

Targeted Skill Recovery

- Fill prerequisite knowledge gaps **before** students fall further behind

[What if AI could help students learn, not just do assignments for them? — Harvard Gazette](#) [Students Learned Twice As Much With AI Tutor Than Typical Lectures](#) [Review of Kestin et al.'s June 2025 Harvard Study on AI Tutoring | Educational Technology and Change Journal](#)

[AI tutoring outperforms in-class active learning: an RCT introducing a novel research-based design in an authentic educational setting | Scientific Reports](#)

**Teachers spend large portions of time on planning, feedback, and admin tasks
= reduced direct instruction time**

AI-supported workflows can:

- Assist lesson preparation
- Generate differentiated practice
- Draft feedback for teacher review
- Provide initial student responses for teacher refinement

Studies on teacher-AI collaboration show reduced cognitive load and faster instructional support while maintaining quality.

Powerful Message for Leaders

**One teacher + AI agent = more individualized attention
without increasing staffing costs.**

[AI tutoring outperforms in-class active learning: an RCT introducing a novel research-based design in an authentic educational setting | Scientific Reports](#)

A woman with dark hair and glasses is sitting at a desk in a modern office. She is looking at a large window. In the foreground, there are several floating, semi-transparent digital panels displaying various data visualizations, including charts, graphs, and icons. The overall scene is lit with a cool, blue-toned light, suggesting a high-tech or futuristic environment.

TURN AND TALK

1 WORD: How do you feel about the future of technology? **WHY?**

Discussion

We have found that when students interact with our AI tutor, at home, on their own, they learn significantly more than when they engage with the same content during an in-class active learning lesson, while spending less time on task. This finding underscores **the transformative potential of AI tutors in authentic educational settings**. In order to realize this potential for improving STEM outcomes, student-AI interactions must be carefully designed to follow research-based best practices.

The extensive pedagogical literature supports a set of best practices that foster students' learning, applicable to both human instructors and digital learning platforms. Key practices include (i) **facilitating active learning**[11,19](#), (ii) **managing cognitive load**[4](#), (iii) **promoting a growth mindset**[15,16](#), (iv) **scaffolding content**[20](#), (v) **ensuring accuracy of information and feedback**, (vi) **delivering such feedback and information in a targeted and timely fashion**[21](#), and (vii) **allowing for self-pacing**[22](#). We aimed to design an AI system that conforms to these practices to the fullest extent current technology allows, thus establishing a model for future educational AI applications.



Facilitate active learning
Manage Cognitive Load
Promote Growth Mindset
Scaffold Content
Ensure accuracy of feedback
Deliver targeted feedback, timely
Allow for self pacing

A woman with glasses is sitting at a desk in a modern office. The scene is overlaid with various futuristic digital elements, including AR data panels, a heart rate monitor, and a VR headset on the desk. The background shows a large window with a view of a city.

THINK AND JOT: START STOP CONTINUE

Write down 1 idea for each

CDW BOOTH: Atrium #31A

CDW Partners:

Evergreen and Ponderosa

- 1F. Spectrum Furniture + Logitech
- 2F. Meter & TEQ
- 3F. Lü & Victory XR
- 4F. Go Guardian & Lenovo



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THANK YOU!

It's the work each of you do everyday
that **will make a difference.**



cari.warnock@cdw.com



kathleen@victoryxr.com



CDW Education

**“
Your
feedback
helps us all
move forward
together**



**Colorado League of
Charter Schools**



Each time you take the survey you can enter to win prizes