



Human First, AI Second:

*Strengthening Teacher Relationships
and Well-Being in an AI Era*



Presented by

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**ASEAN COUNCIL OF TEACHERS
(ACT) CONFERENCE 2026**



Singapore



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OPENING REFLECTION

What is one thing your favourite teacher gave you that technology never could?



Take one minute to reflect.
Then share your answer with
the person beside you.



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AI Is Already Here

Transforming the Way We Teach and Learn

Artificial Intelligence is no longer a future possibility.
It is already becoming part of teachers' everyday work.



1. Lesson Planning

AI helps generate lesson ideas and learning activities.



2. Assessment Design

Creates quizzes, rubrics and formative assessments.



3. Data Analysis

Identifies learning gaps and student progress.



4. Personalised Learning

Adapts learning materials to students' needs.



5. Administrative Tasks

Drafts emails, reports and classroom documents.



6. Creative Resource Generation

Produces presentations, worksheets and visual materials.



The question is no longer whether teachers will use AI...

The question is how we use AI responsibly and meaningfully.

What Teachers Are Feeling

Different emotions. One shared reality.

The rise of AI brings **opportunities**—but also **uncertainty**.

Teachers around the world are experiencing a wide range of emotions as AI becomes part of everyday teaching.



EXCITED

“AI can make my work easier.”



OVERWHELMED

“There are too many new tools to learn.”



CURIOUS

“How can I use AI effectively?”



CONCERNED

“Will AI replace parts of my professional role?”



UNCERTAIN

“What skills will teachers need in the future?”



DISCUSSION QUESTION



What is the biggest concern about AI among teachers in your country?

Invite participants to share their experiences.



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What AI Can and Cannot Do

Technology is *powerful*. Humanity is *irreplaceable*.



✓ AI CAN



Generate lesson plans

Create ideas, outlines and resources in seconds.



Analyse learning data

Identify patterns, track progress and highlight learning gaps.



Create assessments

Generate quizzes, rubrics and formative assessments quickly.



Personalise learning resources

Adapt materials to different needs, levels and learning styles.



Reduce administrative workload

Draft reports, emails and documents to save time.

BUT...



♥ AI CANNOT



Build trust

Trust is earned through time, presence and genuine care.



Form meaningful relationships

Human connection goes beyond data and algorithms.



Show genuine empathy

AI cannot truly feel what students feel.



Inspire confidence and hope

Teachers ignite potential and encourage dreams.



Understand emotions and classroom dynamics

Human intuition sees what data cannot capture.



AI may support instruction.

Only teachers can transform lives.



Why Human Relationships Matter

Education is fundamentally human.



“ Education is no longer only about knowledge. It is about developing **curiosity, compassion and courage**—qualities that depend on **human relationships**, not technology alone. ”

Source: OECD, Education for Human Flourishing (2025)



Curiosity

Teachers inspire students to ask questions, explore ideas and think independently.



Compassion

Empathy, kindness and care are learned through authentic human relationships.



Courage

Students gain confidence to take risks, overcome challenges and grow.



Human Connection

Technology can support learning, but trusted relationships give learning meaning.



AI can help us teach better.

Only human relationships help students become better people.



Teacher Well-Being in the AI Era

When innovation moves faster than support.

“ AI can reduce workload—but without the right support, it can also increase pressure. ”

TODAY'S PLAN:

- TEACHING
- MARKING
- REPORTING
- MEETINGS
- PARENT COMMUNICATION
- PROFESSIONAL LEARNING

More to do...

EVERY STUDENT MATTERS

TEACHERS CHANGE LIVES

Reports

Data Entry

AI Tools Training

New Portal

LESSON PLANS DUE



EMAILS



MEETINGS



NOTIFICATIONS

TEACHERS INSPIRE FUTURES

THE NEW REALITY



Digital Overload

Teachers are expected to learn and adapt to new technologies continuously.



Always Connected

Messages, emails and online platforms often extend beyond school hours.



Administrative Burden

Technology can simplify tasks—but it can also create new reporting requirements.



Rapid Technological Change

Keeping up with AI tools requires ongoing professional learning.



Work-Life Balance

Innovation should improve teachers' lives—not reduce their personal time.



Technology should reduce teachers' workload, **not redefine their work-life balance.**



The Big Question

*Are we using AI to support teachers—
or expecting teachers to do even more?*

“ Technology should
reduce complexity,
not increase expectations. ”



AI SUPPORTING TEACHERS



Reduces repetitive tasks



Saves preparation time



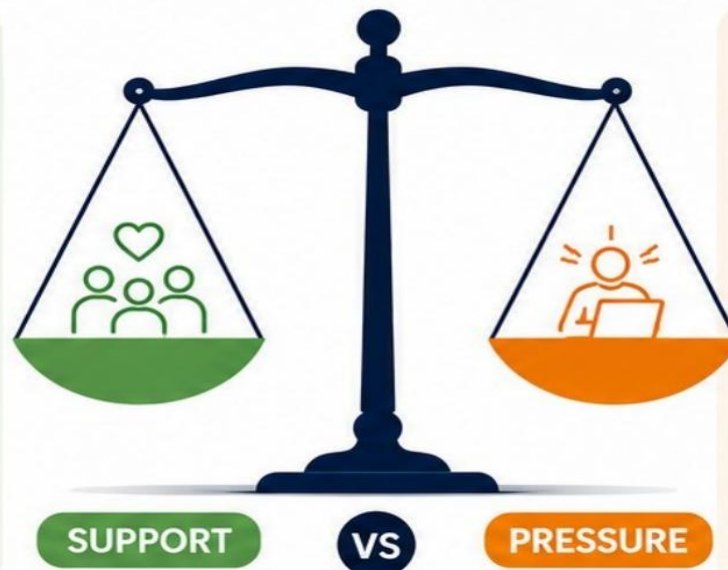
Improves access to resources



Supports personalised learning



Gives teachers more time
for students



AI ADDING PRESSURE



More digital reporting



Constant availability



Continuous upskilling
without support



Increased expectations



Less time for meaningful
teaching



As education leaders,
which future are we creating?



Human First Challenge

From Reflection to Action

“ If we want AI to support teachers instead of burdening them, we must act with **purpose and leadership**. ”



If AI is here to stay, how do we ensure it **strengthens**—not weakens—the **teaching profession**?

1



What should AI do?

Which routine or administrative tasks should AI take over to give teachers more time to teach?



2



What must remain human?

Which responsibilities should always belong to teachers because they require human judgement, empathy and relationships?



3



What should teacher unions advocate for?

How can unions ensure AI enhances teacher well-being, protects professional autonomy and supports quality education?



GROUP DISCUSSION

Groups of 4–5 participants



DISCUSSION TIME

6 minutes



SHARING TIME

4 minutes

The Role of Teacher Unions

Leading a Human-Centred AI Future

“ The future of AI in education should not be shaped by technology alone.
It must also be shaped by teachers. ”



Teacher unions must help teachers adapt to AI—
without losing what makes teaching human.



1

Ethical AI Governance

Advocate for transparent, fair and responsible use of AI in education.



2

Professional Learning

Ensure every teacher has access to continuous AI and digital literacy training.



3

Teacher Well-Being

Promote policies that reduce workload and protect work–life balance.



4

Professional Autonomy

Safeguard teachers' professional judgement in AI-supported classrooms.



5

Human-Centred Education

Keep relationships, empathy and trust at the heart of teaching and learning.



**NUTP's
Commitment**

Supporting teachers through advocacy, professional development and international collaboration to ensure AI **strengthens—not diminishes—the teaching profession.**





“

Technology may
transform education,
but only **teachers**
transform lives.

”

THANK YOU

Human First. AI Second.

Because technology should **empower teachers**,
not replace the **humanity** that makes education meaningful.

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40th (ACT+1) Pre-Convention Concurrent Session Feedback Form for 23 Oct

