COURSE SYLLABUS

AI for Employee Performance Management in Government Course (Self-Paced)

Artificial intelligence is reshaping how government supervisors and HR professionals set expectations, measure outcomes, and recognize employees. This 4-hour interactive training gives federal staff practical, responsible ways to bring AI into every stage of the performance cycle, grounded in real government examples and current OPM guidance.

> Group classes (Live Online) and onsite training are available for this course. For more information, email onsite@graduateschool.edu or visit: https://www.graduateschool.edu/courses/ai-for-employee-performance-management-in-government-self-paced



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Course Outline

Module 1: Introduction to AI for Performance Management

- Performance management and mission
- Current performance management challenges
- AI basics for government HR
- How AI improves performance management, and the OPM guidance behind it
- The AI rating rubric in action

Module 2: AI Under the Ethics and Policy Lens

- Ethics of AI in evaluations
- The NIST AI Risk Management Framework and the GAO AI Accountability Framework
- HR policy lenses that still apply
- Policy-filter practice, and deciding whether to approve or reject an AI tool

Module 3: Application and Action Planning

- The AI Decision Playbook
- Leading change, mapping stakeholders and building trust
- Capstone: your agency AI plan

Module 4: Course Summary and Next Steps

Putting it all together