COURSE SYLLABUS

AI in Government Performance Management

Artificial Intelligence is revolutionizing how government agencies measure, analyze, and improve organizational and employee performance. This four-hour interactive training equips government employees with knowledge and practical tools to harness AI for more effective, data-driven performance management.

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



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Course Outline

What is Performance Management?

Definition and purpose in the government workforce

AI Fundamentals for Performance Management

- Types of AI relevant to performance management (analytics, automation, predictive modeling)
- Key terms and concepts

Opportunities and Use Cases

- AI for goal setting and alignment
- Real-time performance monitoring
- Predictive analytics for workforce planning

Fairness, Transparency, and Ethics in AI-Driven Evaluation

- Avoiding bias in automated evaluations
- Ensuring transparency and employee trust
- Government ethical standards and requirements

Government Policy Context

- OMB, OPM, and agency-specific guidance on AI and data-driven HR practices
- Privacy, accountability, and compliance considerations

Practical Tools and Frameworks

- Dashboards and visualization tools
- Setting up AI-driven KPIs and metrics
- Data governance and documentation

Managing Risks and Limitations

Identifying challenges and safeguards for AI-enabled performance management

Application to Government Work

Integrating AI practices into existing performance management processes

Action Planning

Steps to implement or improve AI-enabled performance management