FLAIR
AI Literacy Framework

by FLAIR Collaboration

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University of Tartu

WU Wirtschafts Universität Wien Vienna University of Economics and Business

Yeditepe Üniversitesi

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This result is part of FLAIR, an Erasmus+ project which aims to support higher education teachers in conveying AI literacy as well as developing tools for students to acquire AI skills through self-learning. This framework responds to the first specific objective of FLAIR: to explore the current state of AI integration in higher education at national and global levels, defining transferable skills for using genAI in a responsible, ethical and effective manner in the context of higher education.

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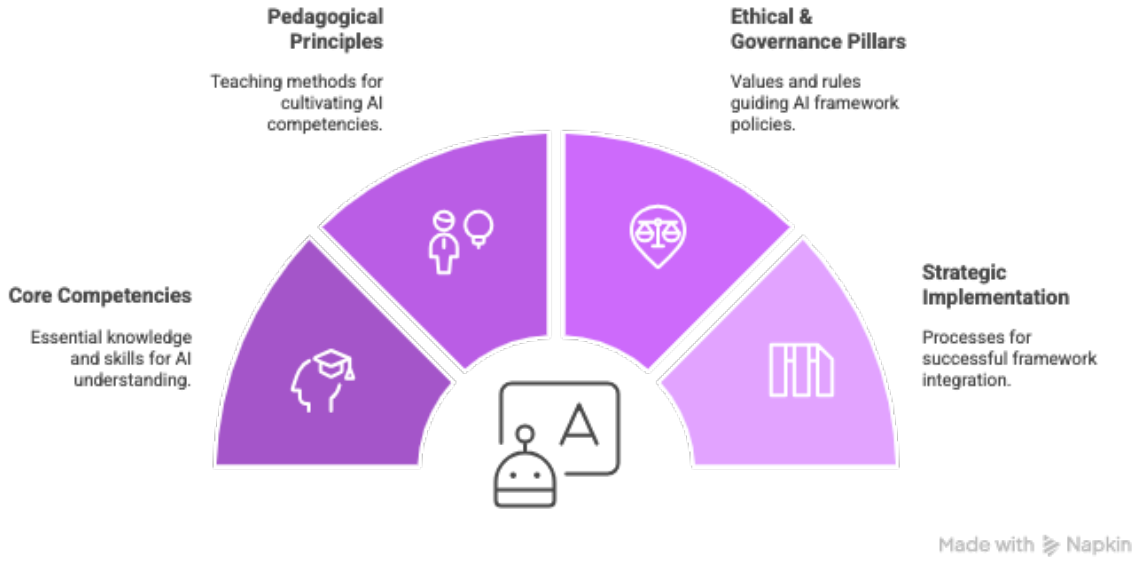
FLAIR AI Literacy Framework: Dimensions

The **FLAIR AI Literacy Framework** presents an integrated model with four key dimensions:

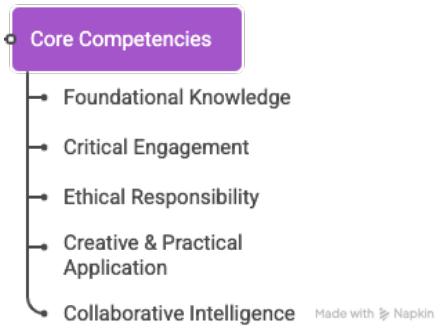
- Core Competencies "*what to learn/teach*"
- Pedagogical Principles "*how to teach*"
- Ethical & Governance Pillars "*how to guide responsible action*"
- Strategic Implementation "*how to make it work*"

This structure ensures that AI literacy is not treated as a mere technical add-on but as a fundamental, institution-wide transformation that is practical, ethically grounded, and strategically managed.



FLAIR AI Literacy Framework Dimensions

Core Competencies



This area defines the essential, multifaceted knowledge and skills that all learners and educators must develop.

- **Foundational Knowledge**
    - A baseline understanding of the core principles of how AI systems work, including algorithms, machine learning, and data.
- **Critical Engagement**
    - The ability to actively question, analyze, and evaluate AI systems and their outputs for accuracy, bias, and reliability with healthy skepticism.
- **Ethical Responsibility**
    - The capacity to understand, reflect upon, and act in accordance with the ethical principles governing AI, including fairness, privacy, and societal & environmental impact.
- **Creative & Practical Application**
    - The skill of using AI tools effectively and creatively for problem-solving, content creation, and collaboration while maintaining independent thought.
- **Collaborative Intelligence**
    - The ability to effectively communicate about AI concepts and work alongside both humans and AI systems as partners in complex tasks.

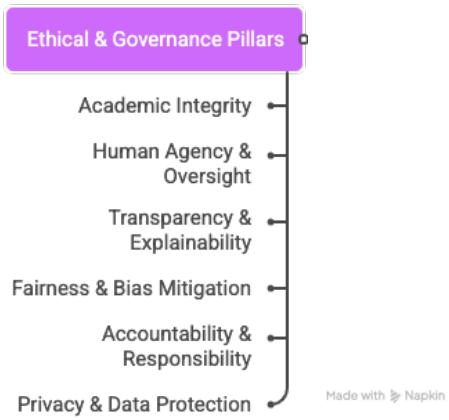
See **Didactic Framework** for details on the FLAIR website.

Pedagogical Principles

This area outlines the core teaching methods and approaches required to effectively cultivate AI competencies.

- **Integrated Curriculum Design**
    - The practice of embedding AI literacy holistically across all disciplines rather than teaching it as a standalone, isolated subject.
- **Experiential & Active Learning**
    - An active learning approach that uses real-world data and simulations to move beyond passive knowledge acquisition.
- **Human-Centric Facilitation**
    - A shift in the educator's role from a dispenser of knowledge on AI to a guide who models responsible AI use and facilitates critical discourse.
- **Assessment Redesign**
    - The need to redesign assessment practices to ensure they remain valid, fair, and aligned with the intended learning outcomes. It involves balancing when and how AI tools may be used, restricted, promoting transparency in their use, and placing greater emphasis on the learning process, rather than just the final output.

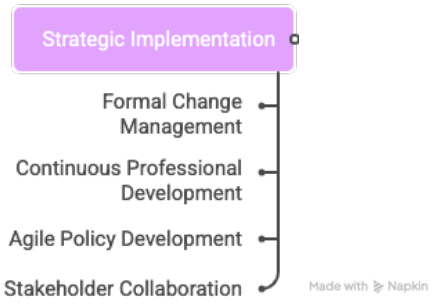
Ethical & Governance Pillars



This area defines the core values that the project members consider non-negotiable in the context of AI in education.

- **Academic integrity**
    - Academic integrity is a core value ensuring adherence to ethical and professional principles, standards, and legal regulations. Using AI must always comply with the principles of academic integrity.
- **Human Agency & Oversight**
    - The foundational principle is that AI must always augment and assist human decision-making, with educators retaining ultimate control over the learning environment.
- **Transparency & Explainability**
    - The commitment to using and promoting AI systems whose decision-making processes are understandable, avoiding opaque "black box" technologies.
- **Fairness & Bias Mitigation**
    - The explicit requirement to address and mitigate assumption, representation, and production biases at all stages, from data collection to algorithm design.
- **Accountability & Responsibility**
    - The principle that institutions and developers and users are answerable for the impact and consequences of the AI systems they deploy in education.
- **Privacy & Data Protection**
    - The strict adherence to secure and ethical protocols for the collection, use, and protection of all student and educator data.

Strategic Implementation



This area addresses the critical, often-missing process of how to successfully integrate the framework into the institution.

- **Formal Change Management**
    - The structured process of guiding the institution through the transition, including establishing a clear vision, engaging stakeholders, and providing structured support.
- **Continuous Professional Development**
    - The commitment to providing comprehensive, ongoing training for educators in AI tools, pedagogical strategies, and digital ethics.
- **Agile Policy Development**
    - The practice of creating clear institutional guidelines that are regularly reviewed and adapted to keep pace with rapid technological change.
- **Stakeholder Collaboration**
    - The fostering of partnerships between educators, students, policymakers, and industry to ensure the framework remains relevant and effective.