The AI To Learn Framework

Human-Centered AI Competency Development

AI Literacy as Disposition

> **AI literacy is a cultivated disposition:** a durable orientation toward engaging AI purposefully, critically, adaptively, and responsibly. Through repeated practice, this orientation increasingly guides perception, judgment, and action without requiring explicit rules or conscious deliberation at every step.

An orientation, not a procedure. AI literacy shapes how people approach AI across different tools, tasks, and situations. It is broader and more durable than any single technique.

A clear direction. The orientation is explicitly value-laden: purposeful, critical, adaptive, and responsible engagement with AI.

Developed through repeated practice. People cultivate the disposition by trying, reflecting, correcting mistakes, revising their approach, and trying again.

Gradually becomes part of judgment. With experience, people become more likely to notice when they should question, verify, adjust, slow down, or take responsibility without consulting a rule at every step.

Four Habits That Cultivate AI Literacy

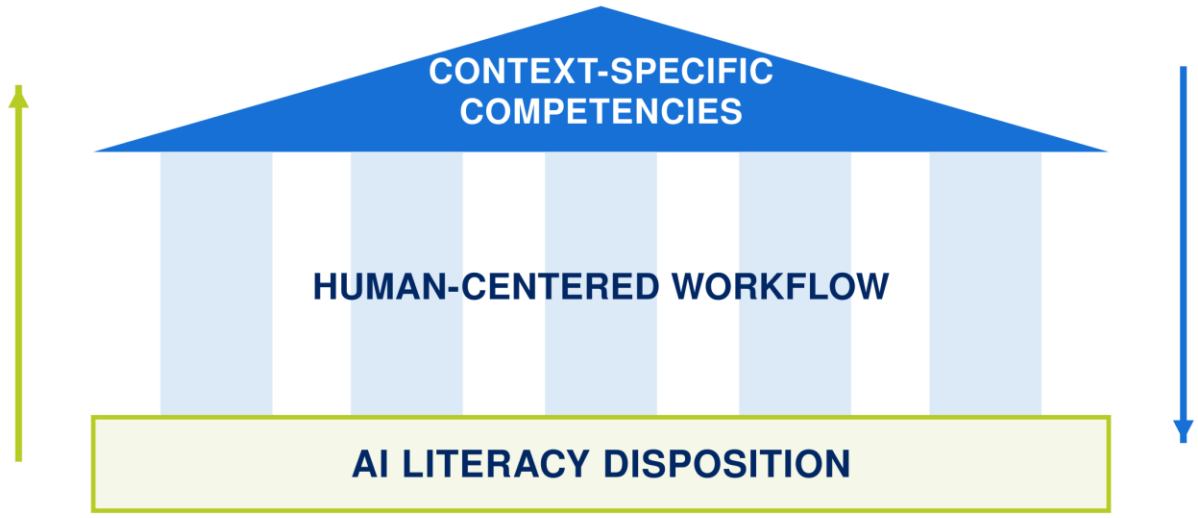
Through repeated practice, these habits help purpose, judgment, adaptation, and responsibility become familiar ways of working with AI.

- **Purposeful Curiosity.** Explore what AI might contribute while keeping the human learning goal, decision, or creative intention in view.
- **Critical Judgment.** Decide whether and how AI should participate, then evaluate its contributions for accuracy, evidence, assumptions, omissions, contextual fit, and stakes.
- **Adaptive Practice.** Treat a poor fit between your intent and the process or output as an important clue. Adjust the instructions, context, workflow, sources, or decision to use AI in pursuit of a better process.
- **Responsible Ownership.** Remain answerable for what you enter, use, share, submit, publish, or build with AI—including privacy, authorship, disclosure, verification, and consequences.

AI Competency Development

As the **AI literacy disposition** emerges, it begins to shape how learners organize their work. The workflow**,** which places human intentions at the core of a work process, provides the bridge into practice. **Human-centered workflow** encourages users to think critically about the stages of a task, decide where AI may contribute, preserve appropriate human leadership, and build in opportunities for evaluation and revision.

When these ways of thinking and working are applied within the context of particular disciplines, professions, or tasks, they become the foundation upon which to develop **context-specific competencies**. The progression moves from a durable orientation, through thoughtful workflow decisions, toward situated capability. At the same time, experience gained through workflows and specific applications continues to strengthen, refine, and sometimes challenge the disposition that provides their foundation.



The Role of Human-Centered Workflow

As learners develop the Four Habits, their emerging AI literacy disposition begins to shape how they organize work with AI. A human-centered workflow expresses this orientation through five practical actions:

- **Recognize** the distinct stages involved in completing a task.
- **Analyze** where AI assistance may be relevant, useful, and appropriate.
- **Decide** which stages require human-led work or stronger human oversight.
- **Reorganize** a workflow when AI changes the available options.
- **Build** checkpoints for evaluation, verification, revision, or rejection of AI output.

The goal is workflow awareness and design capacity—not one prescribed sequence. The transferable ability is to analyze, design, monitor, and revise a workflow as the task and context demand.

How Three Layers Shape One Another

The framework is developmental, but it is not a fixed staircase. Each layer supports and reshapes the others through practice and reflection.

- **Disposition → Workflow.** Purpose, judgment, adaptability, and responsibility shape how AI-supported work is organized.
- **Workflow → Disposition.** Repeated decisions, successes, failures, and reflection change what the learner notices and does instinctively.
- **Workflow → Competencies.** Real tasks reveal which practical capacities need to be developed.
- **Competencies → Workflow.** New abilities alter how the learner can organize and carry out a task.
- **Competencies → Disposition.** Situated experience may reinforce, complicate, or revise the learner's broader orientation toward AI.