

Alternative Admission Criteria Plan

For Applicants Below the 3.0 GPA Minimum (≤10% of Annual Admits)

Purpose

In alignment with 22 Pa. Code § 354.31(7), the institution may admit up to 10% of applicants annually to initial teacher preparation programs who do not meet the minimum 3.0 overall GPA or the alternate GPA/test criteria required under § 354.31(4) and (5). This policy recognizes that GPA alone is not the sole predictor of professional success, while maintaining rigorous standards, transparency, and accountability.

Eligibility Requirements (Non-Negotiable)

Minimum Academic Floor

- Minimum overall GPA of 2.8 (hard floor)

Credit and Compliance Requirements

- Completion of at least 48 semester credits
- Compliance with § 49.12 eligibility requirements (clearances, code acknowledgment, good moral character)

Required Multiple Measures (All Required)

1. Academic Performance Trend Analysis

- Upward GPA trend (minimum 0.25 GPA increase in last 30 credits)
- Minimum 3.0 GPA in education or content coursework

2. Structured Professional Dispositions & Communication Interview

- Interview with academic advisor and development of Academic Success Plan
- Disposition rubric completed at time of meeting

3. Faculty Recommendations (Two Required)

- At least one from education or content-area faculty
- Must address professionalism, responsiveness, readiness

4. Reflective Professional Statement (500–750 words)

- Explanation of GPA factors, growth, and strategies for success
- Evaluated using common rubric

Conditional Admission & Monitoring

- Maintain 3.0 GPA in education coursework
- Formal progress review after first semester with academic advisor

Oversight and Annual Review

- Max 10% admitted via this pathway each year
- All decisions documented and retained
- Annual review by program leadership

Alternative Admission to Teacher Candidacy Responsibility Chart

<i>Activity / Requirement</i>	<i>Student</i>	<i>Academic Advisor</i>	<i>Faculty</i>	<i>Dean/Admin</i>	<i>Clerical Staff</i>
<i>Verify eligibility requirements</i>	R	C	I	A	R
<i>GPA trend & coursework evidence</i>	R	C	I	I	R
<i>Structured interview & success plan</i>	R/A	R/A	I	I	I
<i>Dispositions rubric completion</i>	R/A	R/A	C	I	R
<i>Two faculty recommendations</i>	R/A	C	R	I	R
<i>Reflective statement</i>	R/A	C	R	I	R
<i>Conditional monitoring</i>	R	R	C	A	I
<i>Progress review (semester 1)</i>	R/A	R/A	I	I	I
<i>≤10% pathway compliance</i>	I	I	I	A	R
<i>Documentation & retention</i>	I	C	C	A	R

R = Responsible (does the work)

A = Accountable (final owner/decision authority)

C = Consulted (provides input)

I = Informed (kept in the loop)