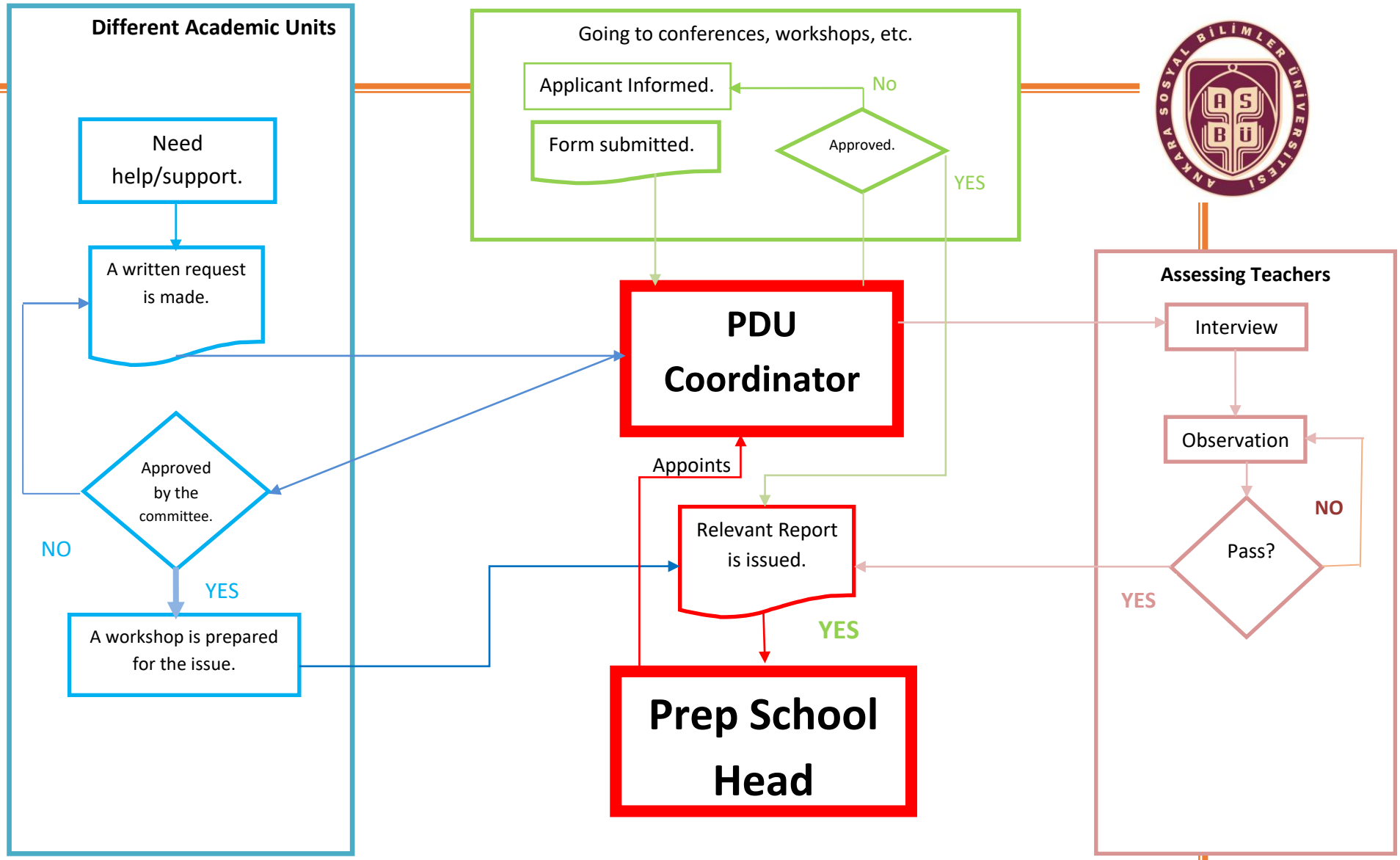Professional Development Flowchart