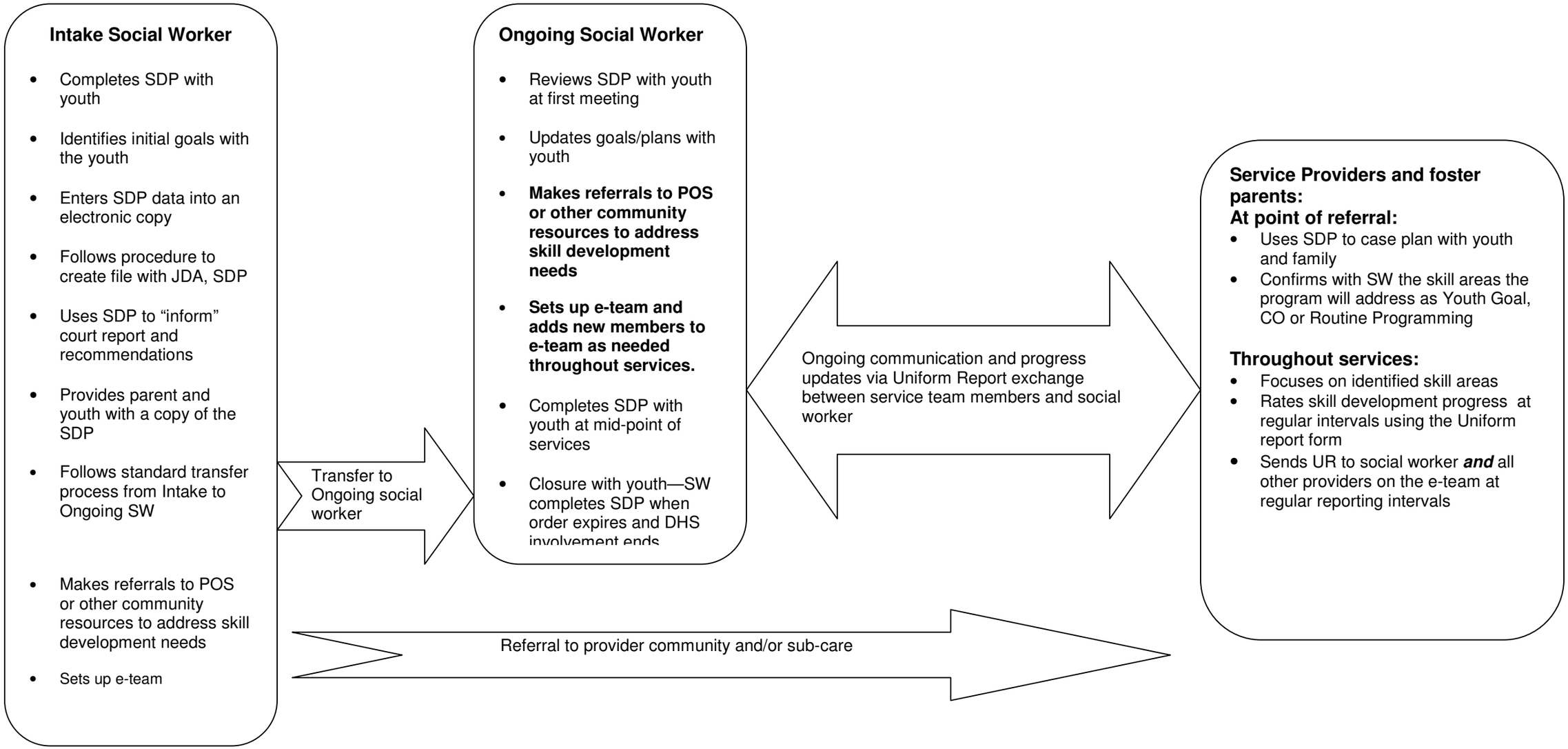Competency Development Protocol