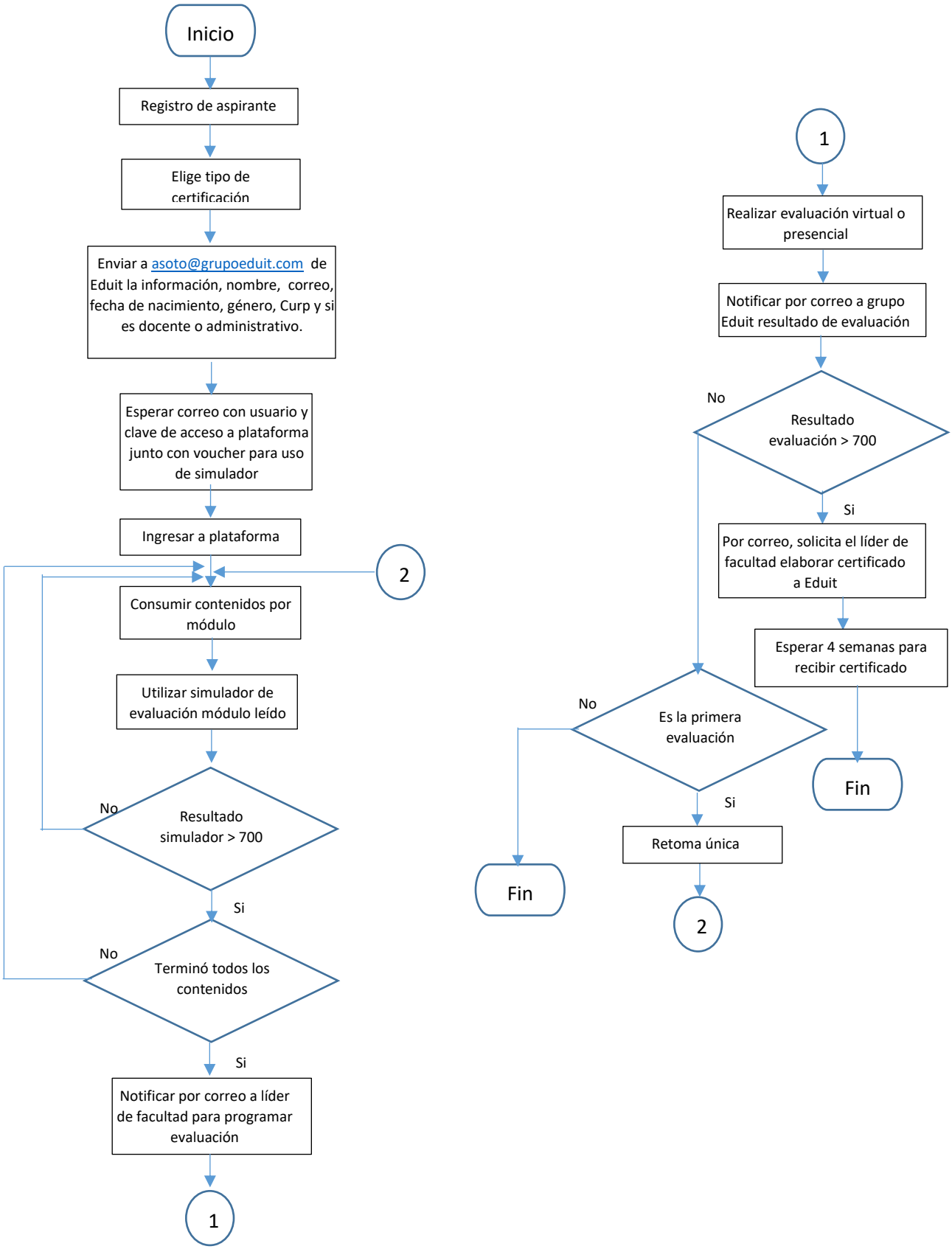Ruta de proceso de certificación para Docentes y Administrativos