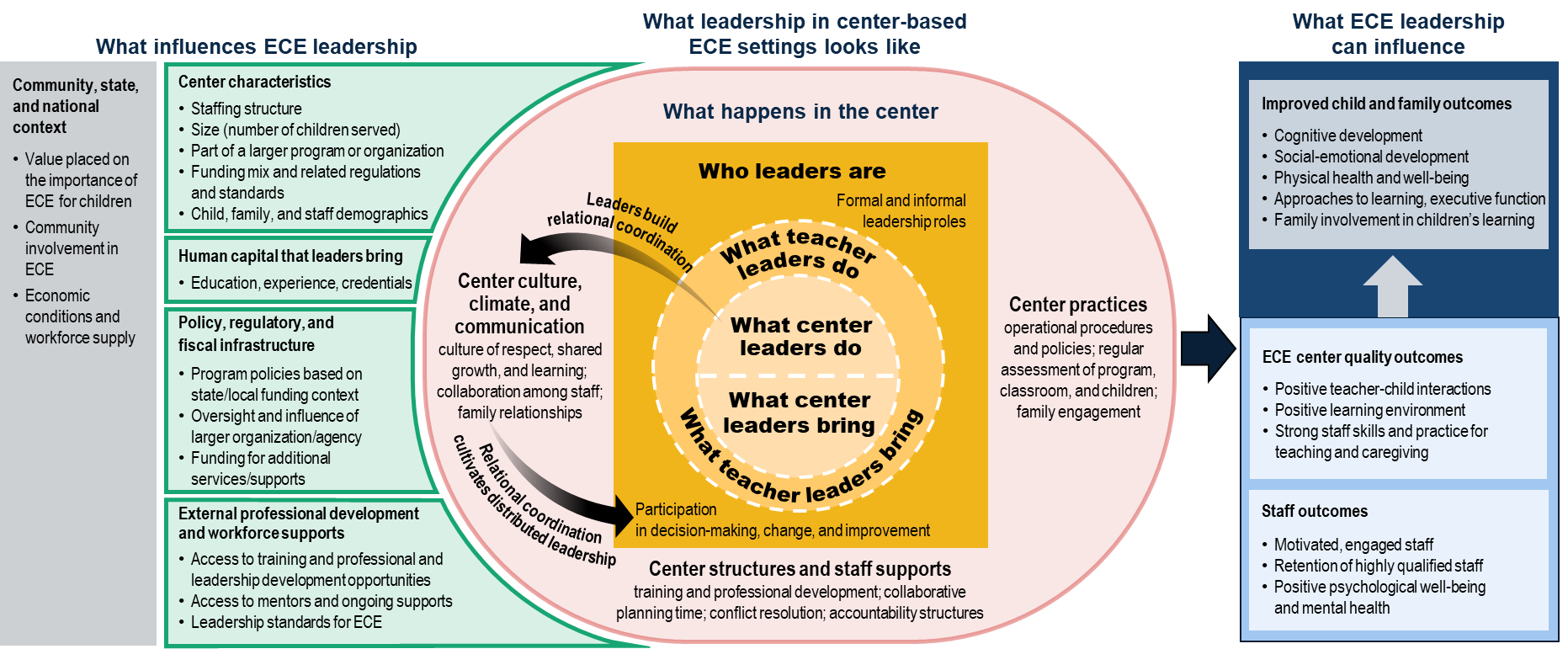
APPENDIX A  
  
ExCELS Theory of Change

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A picture containing text, clipart

Description automatically generatedThe Early Care and Education Leadership Study (ExCELS)  
Theory of Change



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