

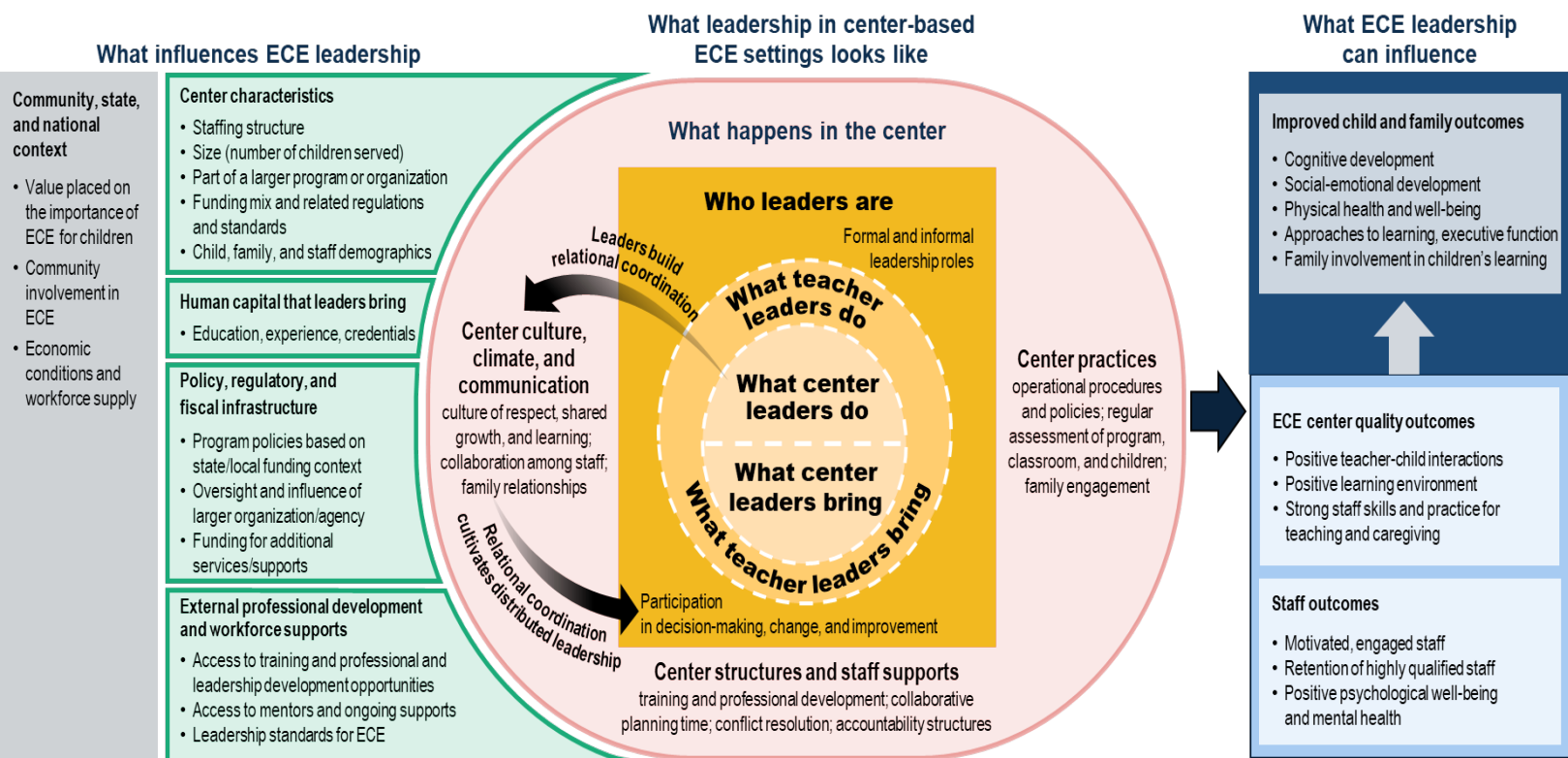
APPENDIX A

ExCELS Theory of Change

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The Early Care and Education Leadership Study (ExCELS) Theory of Change



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