

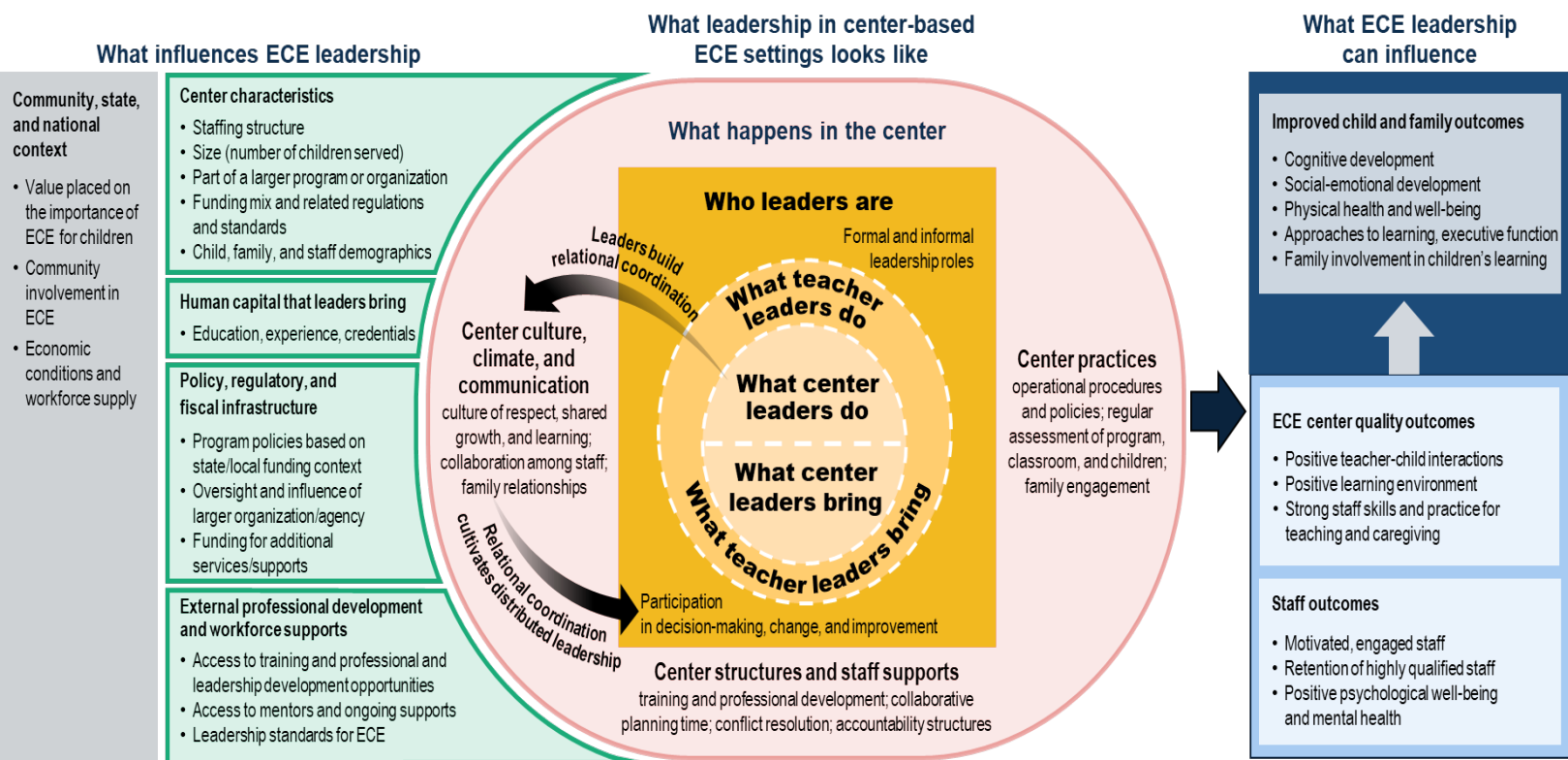
APPENDIX A

ExCELS Theory of Change

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



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