

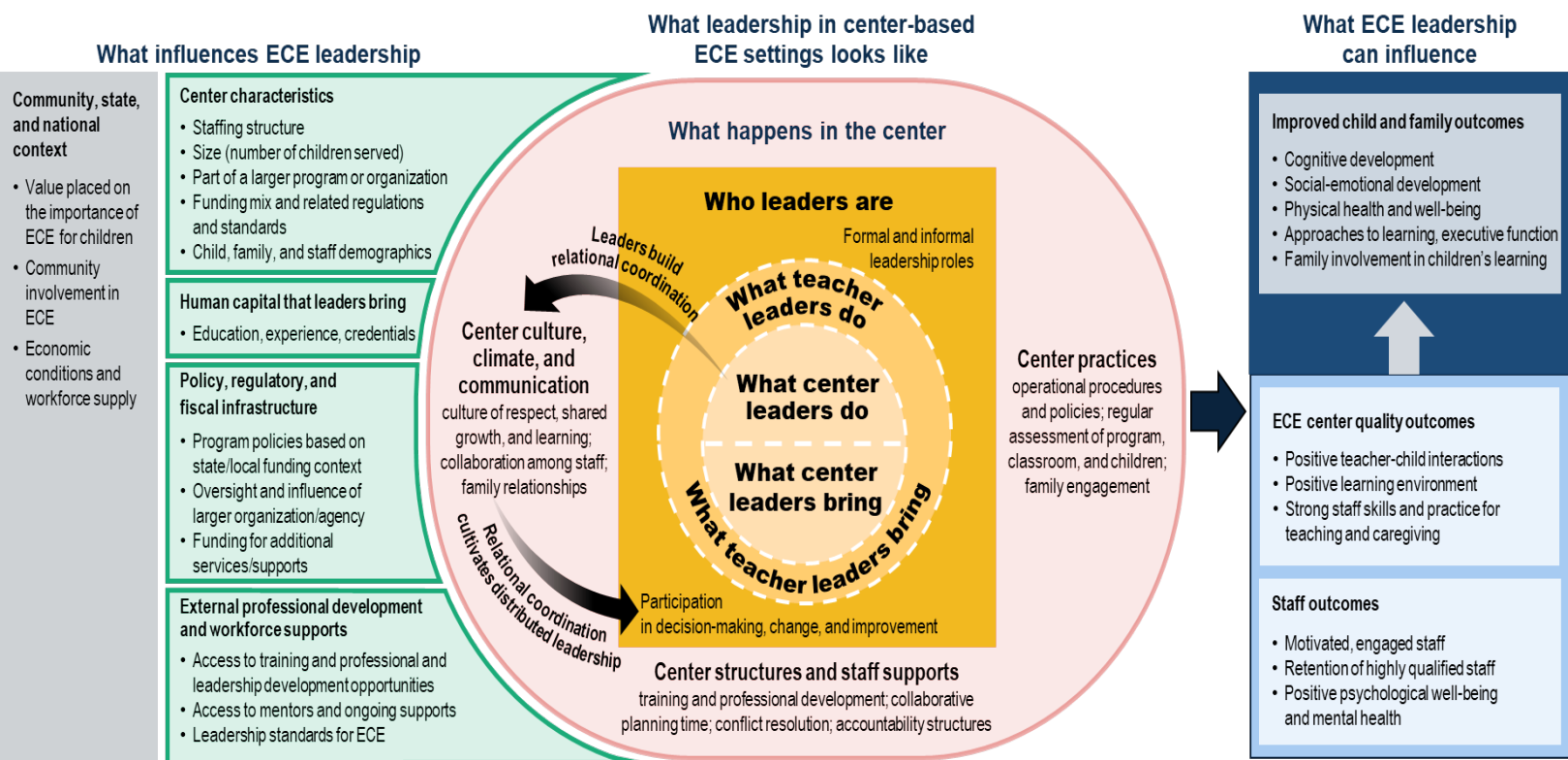
## **APPENDIX A**

### **ExCELS Theory of Change**

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



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