Report for 2023 CLEL Member Survey

Response Counts

Completion Rate:	**73.4%**	
	Complete	127
	Partial	46

Totals: 173

1. Which setting best describes your current workplace?

3% Other - Write In
1% Retired
1% Museum or special library
1% Unemployed
1% Other not-for-profit organization
3% School or school library
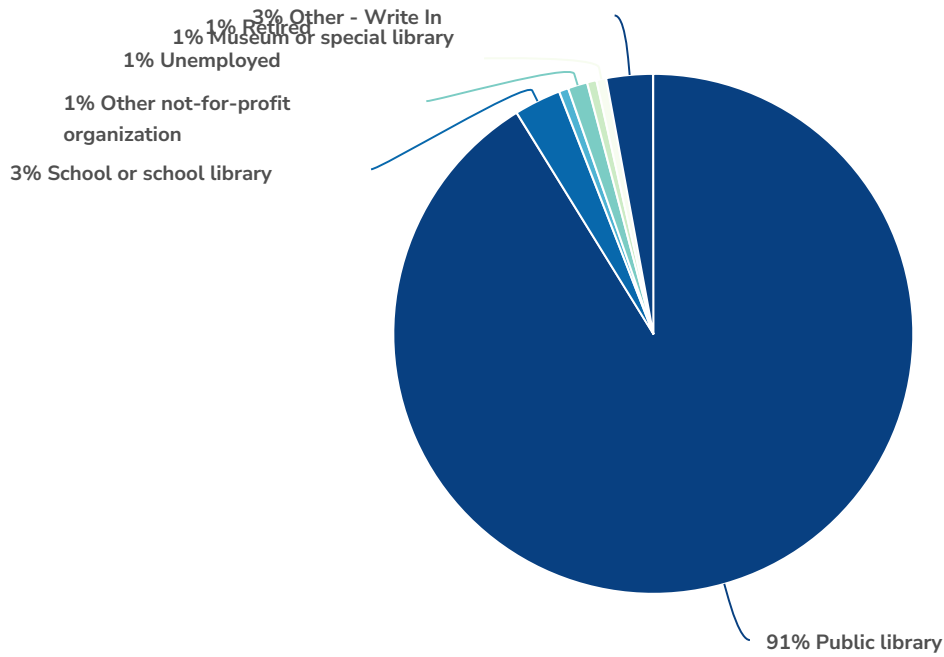
91% Public library

Value	Percent	Responses
Public library	91.2%	156
School or school library	2.9%	5
Museum or special library	0.6%	1
Other not-for-profit organization	1.2%	2
Retired	0.6%	1
Unemployed	0.6%	1
Other - Write In	2.9%	5

Totals: 171

Other - Write In	Count
Government agency	1
Regional federated library system	1
Self-employed past preschool teacher	1
State Agency	1
state library	1
Totals	5

2. Which setting best describes your community?

4% Inner city

21% Urban

26% Rural
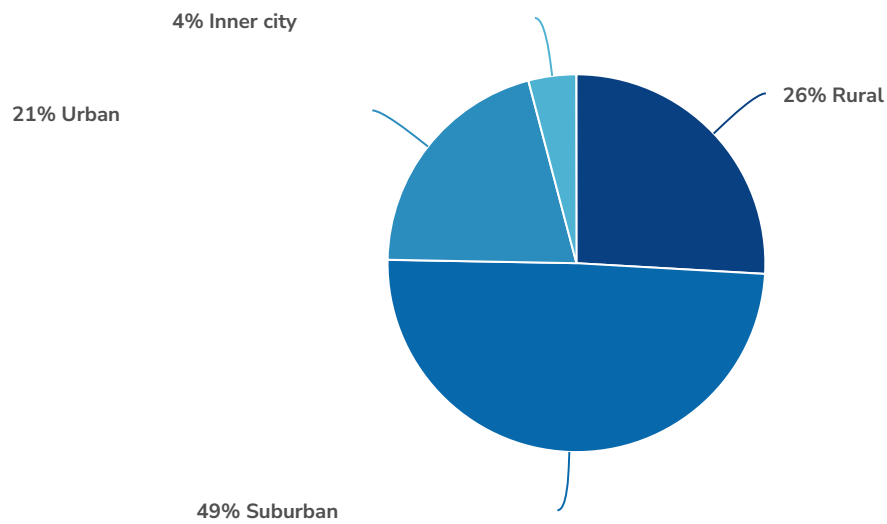
49% Suburban

Value	Percent	Responses
Rural	25.9%	44
Suburban	49.4%	84
Urban	20.6%	35
Inner city	4.1%	7

Totals: 170

3. Which ages do you primarily teach/interact with? Check all that apply.
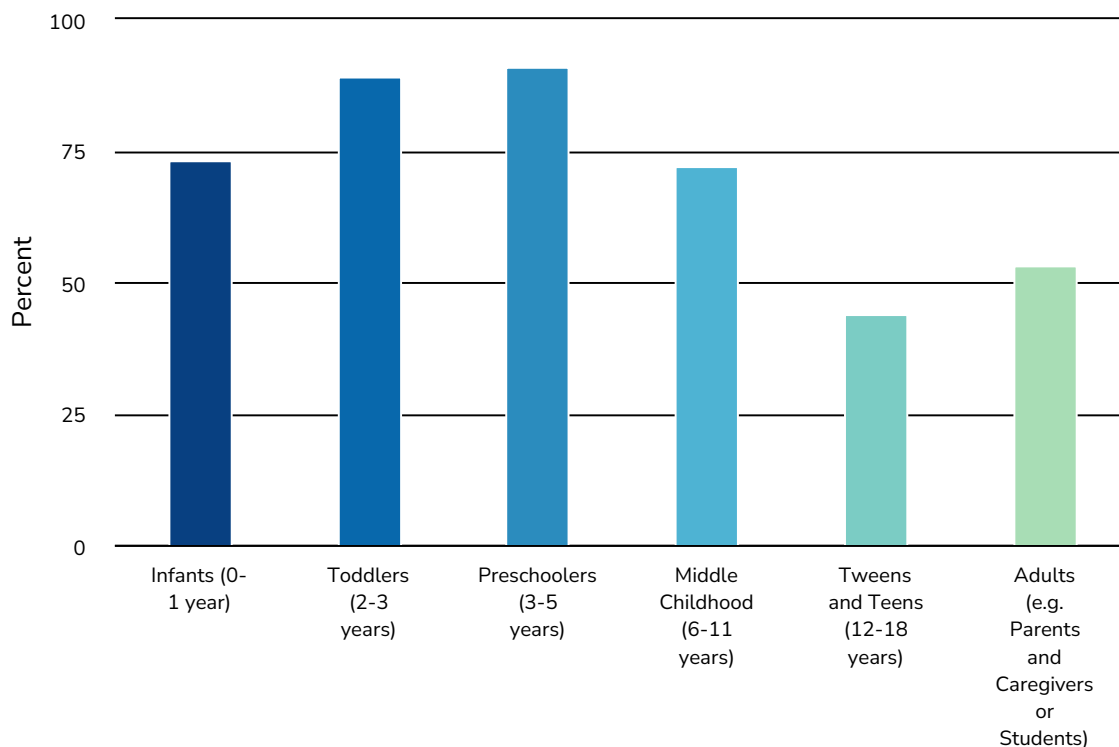
Value	Percent	Responses
Infants (0-1 year)	73.5%	125
Toddlers (2-3 years)	89.4%	152
Preschoolers (3-5 years)	91.2%	155
Middle Childhood (6-11 years)	72.4%	123
Tweens and Teens (12-18 years)	44.1%	75
Adults (e.g. Parents and Caregivers or Students)	53.5%	91

4. What is your current professional level?

4% Other - Write In

17% Paraprofessional (e.g. paraeducators, library associates, library specialists)

79% Professional (e.g. librarian, teacher)
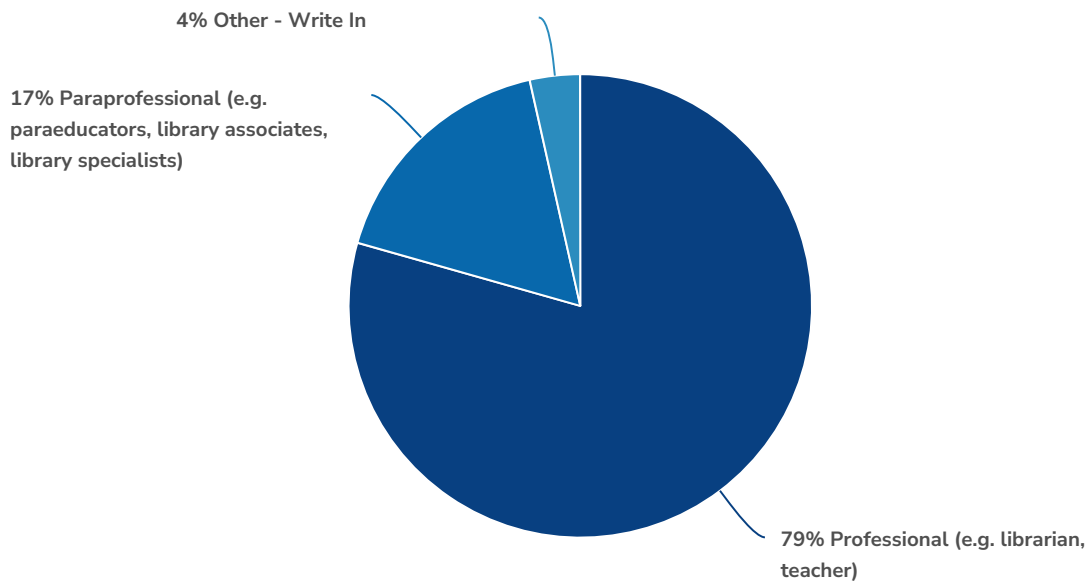
Value	Percent	Responses
Professional (e.g. librarian, teacher)	79.4%	135
Paraprofessional (e.g. paraeducators, library associates, library specialists)	17.1%	29
Other - Write In	3.5%	6

Totals: 170

Other - Write In	Count
Author, speaker	1
Branch Manager	1
Children's Services Assistant	1
Director/Libarian	1
early literacy coordinator	1
retired professional	1
Totals	6

5. Are you in a supervisory position?

30% Yes

70% No
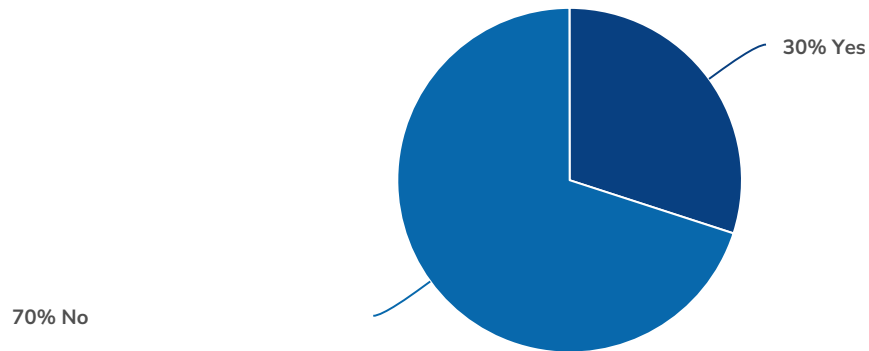
Value	Percent	Responses
Yes	30.0%	51
No	70.0%	119

Totals: 170

6. Do you have a library specific degree (e.g. an MLS/MLIS)?

4% In progress

35% No

62% Yes
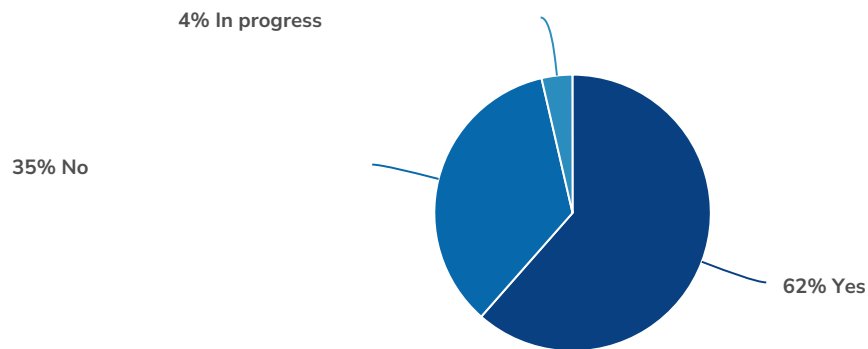
Value	Percent	Responses
Yes	61.5%	104
No	34.9%	59
In progress	3.6%	6

Totals: 169

7. If yes, how recently did you receive your library degree?

5% Degree in progress

6% 1 year ago or less

26% 2-5 years ago

48% More than 10 years ago
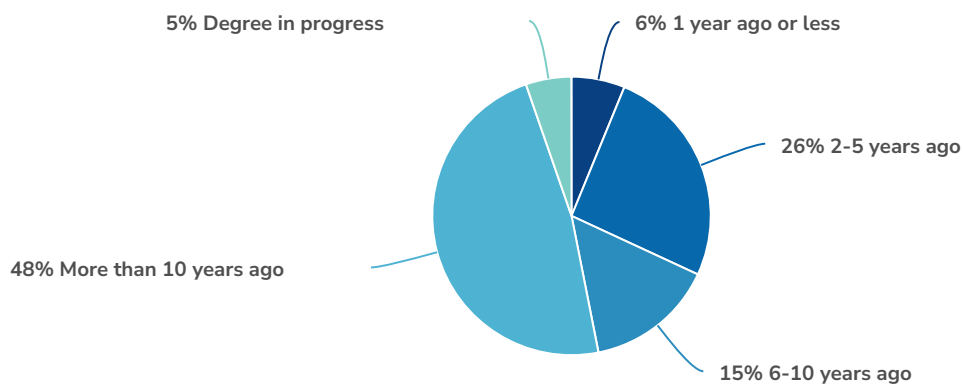
15% 6-10 years ago

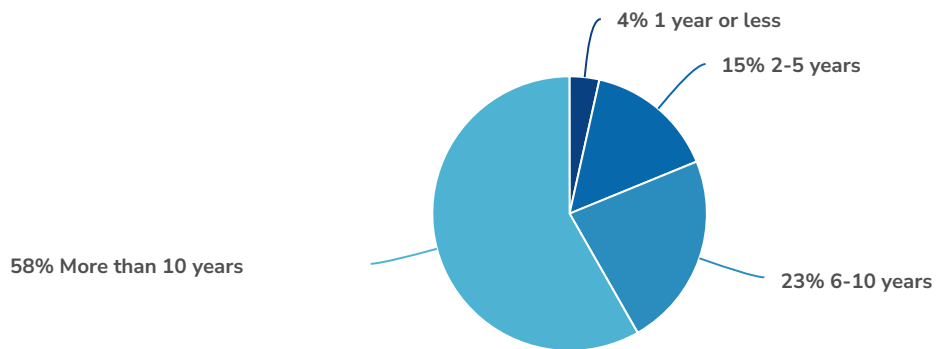| Value	Percent	Responses
1 year ago or less	6.2%	7
2-5 years ago	25.7%	29
6-10 years ago	15.0%	17
More than 10 years ago	47.8%	54
Degree in progress	5.3%	6

Totals: 113

8. If you received a library degree, how well do you feel your coursework prepared you for the early literacy responsibilities of your role?

22% Not at all

22% Very well
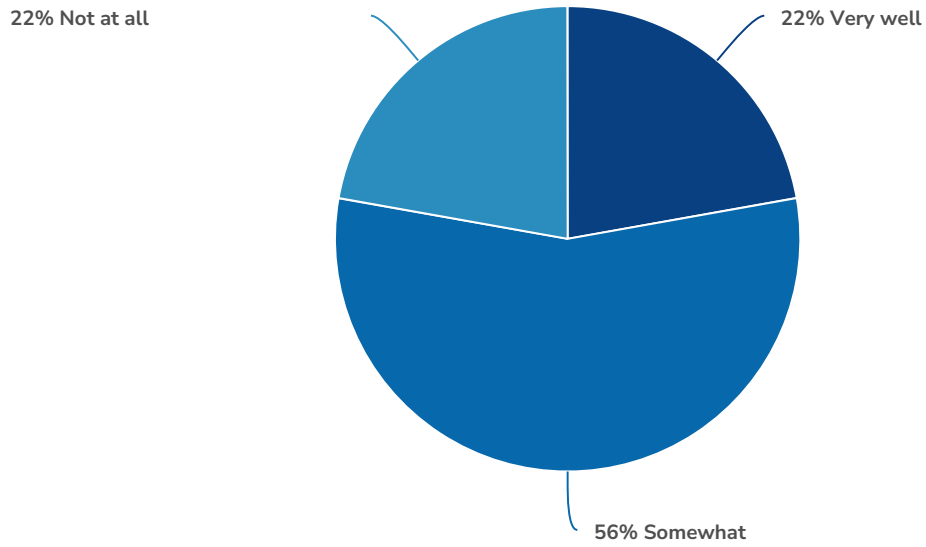
56% Somewhat

Value	Percent	Responses
Very well	22.2%	24
Somewhat	55.6%	60
Not at all	22.2%	24

Totals: 108

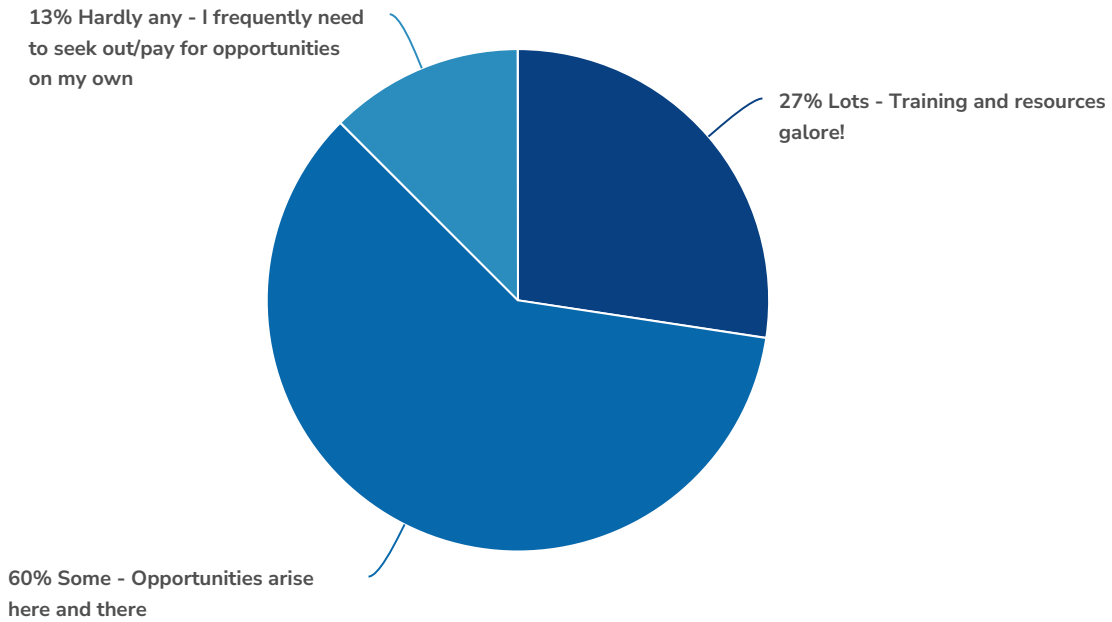9. How many years of professional experience do you have with early literacy? This could include non-library experiences, such as classroom teaching.

4% 1 year or less

15% 2-5 years

58% More than 10 years

23% 6-10 years

Value	Percent	Responses
1 year or less	3.5%	6
2-5 years	15.3%	26
6-10 years	22.9%	39
More than 10 years	58.2%	99

Totals: 170

10. How much support for early literacy professional development do you feel you receive from your place of employment?

13% Hardly any - I frequently need to seek out/pay for opportunities on my own

27% Lots - Training and resources galore!

60% Some - Opportunities arise here and there

Value	Percent	Responses
Lots - Training and resources galore!	27.4%	46
Some - Opportunities arise here and there	60.1%	101
Hardly any - I frequently need to seek out/pay for opportunities on my own	12.5%	21

Totals: 168

11. Are you a member of CLEL?

12% Not sure

3% No

86% Yes
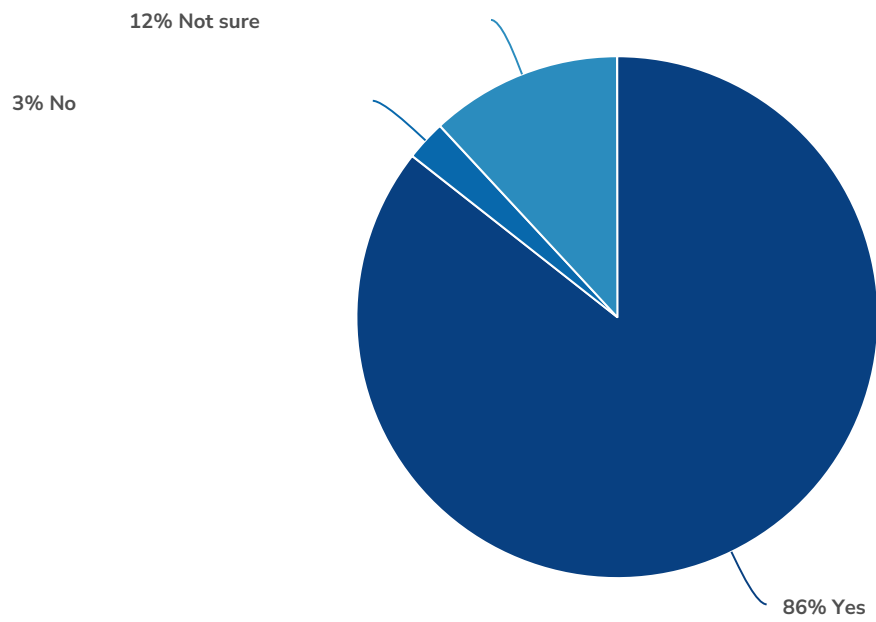
Value	Percent	Responses
Yes	85.6%	137
No	2.5%	4
Not sure	11.9%	19

Totals: 160

12. How long have you been a member of CLEL?

2% Do not remember
12% More than 10 years
19% 6-10 years
23% 1 year or less
44% 1-5 years
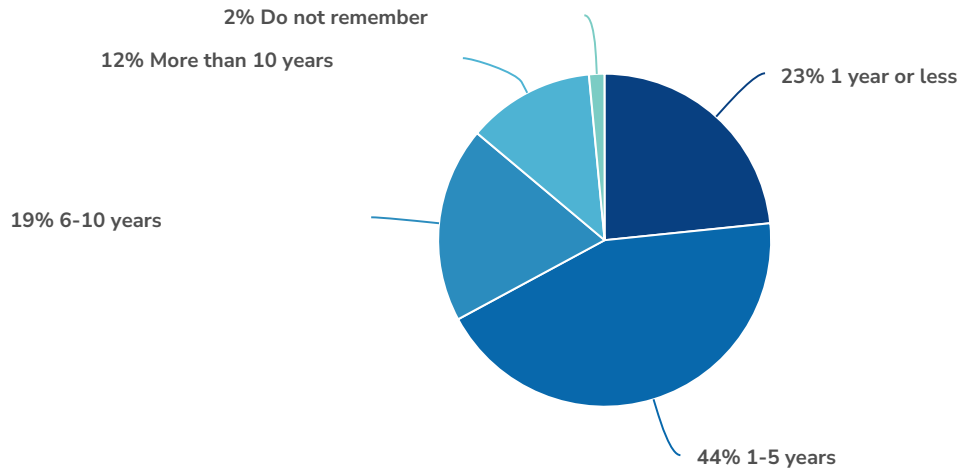
Value	Percent	Responses
1 year or less	23.4%	32
1-5 years	43.8%	60
6-10 years	19.0%	26
More than 10 years	12.4%	17
Do not remember	1.5%	2

Totals: 137

13. Please tell us why you are not a CLEL member. If you'd like to become a member, please click here.

ResponseID	Response
110	Just starting out, figuring out what I need
135	Not sure. Maybe I will join.
169	I just found out about CLEL.
174	I will become a member

14. How did you first hear about CLEL?

6% Other (please specify)

8% Do not remember

6% Workshop, conference or staff meeting

1% Professor or instructor

2% Direct contact from CLEL

7% Browsing the web

14% Another organization (e.g. ALSC, Colorado State Library, etc)

58% Colleague or coworker
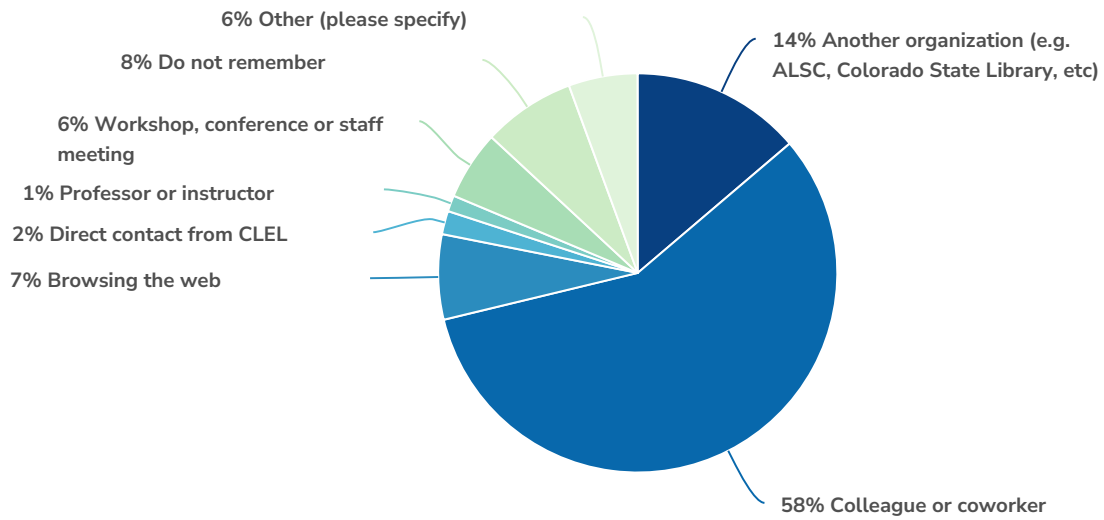
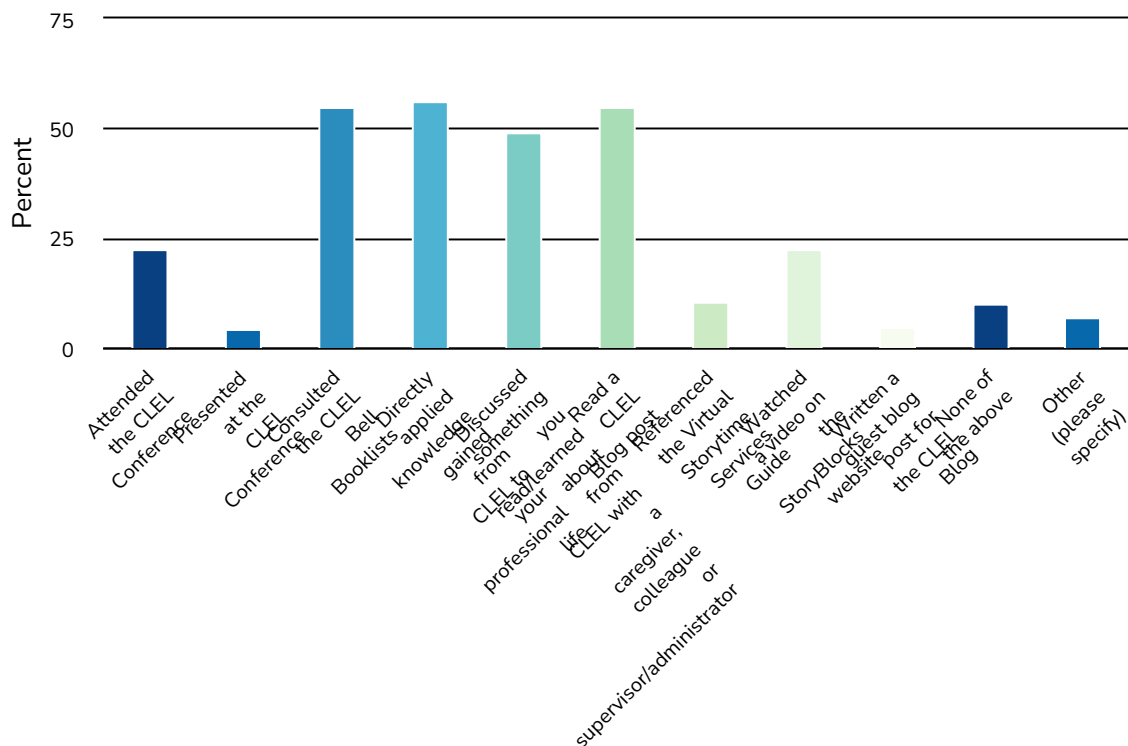| Value	Percent	Responses
Another organization (e.g. ALSC, Colorado State Library, etc)	13.8%	22
Colleague or coworker	57.5%	92
Browsing the web	6.9%	11
Direct contact from CLEL	1.9%	3
Professor or instructor	1.3%	2
Workshop, conference or staff meeting	5.6%	9
Do not remember	7.5%	12
Other (please specify)	5.6%	9

Totals: 160

Other (please specify)	Count
Attended meetings and worked with the group that preceded CLEL	1
Calendars you send out.	1
I was familiar with the CLEL Awards through emails or perhaps a blog post.	1
Instagram	1
Librarian facebook group during pandemic shutdown	1
Social Media	1
Social media	1
Storytime underground	1
email listserv	1
Totals	9

15. Which of the following (if any) have you done in the past six months? Please check all that apply:

Y-axis: Percent (0 to 75)

Categories (approximate values):
- Attended the CLEL Conference: ~22%
- Presented at the CLEL Conference: ~4%
- Consulted the CLEL Bell Booklists: ~55%
- Directly applied knowledge gained from CLEL to your professional life: ~56%
- Discussed something you learned from CLEL with a caregiver, colleague or supervisor/administrator: ~49%
- Read a CLEL Blog post: ~55%
- Referenced the Virtual Storytime Services Guide: ~11%
- Watched a video on StoryBlocks: ~22%
- Written a guest blog post for the CLEL Blog: ~4%
- None of the above: ~10%
- Other (please specify): ~7%

Value	Percent	Responses
Attended the CLEL Conference	22.5%	36
Presented at the CLEL Conference	4.4%	7
Consulted the CLEL Bell Booklists	55.0%	88
Directly applied knowledge gained from CLEL to your professional life	56.3%	90
Discussed something you read/learned about from CLEL with a caregiver, colleague or supervisor/administrator	49.4%	79
Read a CLEL Blog post	55.0%	88
Referenced the Virtual Storytime Services Guide	10.6%	17
Watched a video on the StoryBlocks website	22.5%	36
Written a guest blog post for the CLEL Blog	5.0%	8
None of the above	10.0%	16
Other (please specify)	6.9%	11

Other (please specify)	Count
Applied to be on the CLEL Bell Committee	1
Attended a Clel webinar	1
CLEL Project Ready Cohort	1
Joined CLEL Bells!	1
Project Ready Reevaluation Taskforce	1
Referred co-workers and staff to CLEL as a resource!	1
Served on Bell Awards committee	1
These were last year, not past 6 months	1
presented a CLEL webinar	1
proudly serving on CLEL Bells committee	1
the talk on anti-racist babies	1
Totals	11

16. How do you connect with CLEL? Please check all that apply:
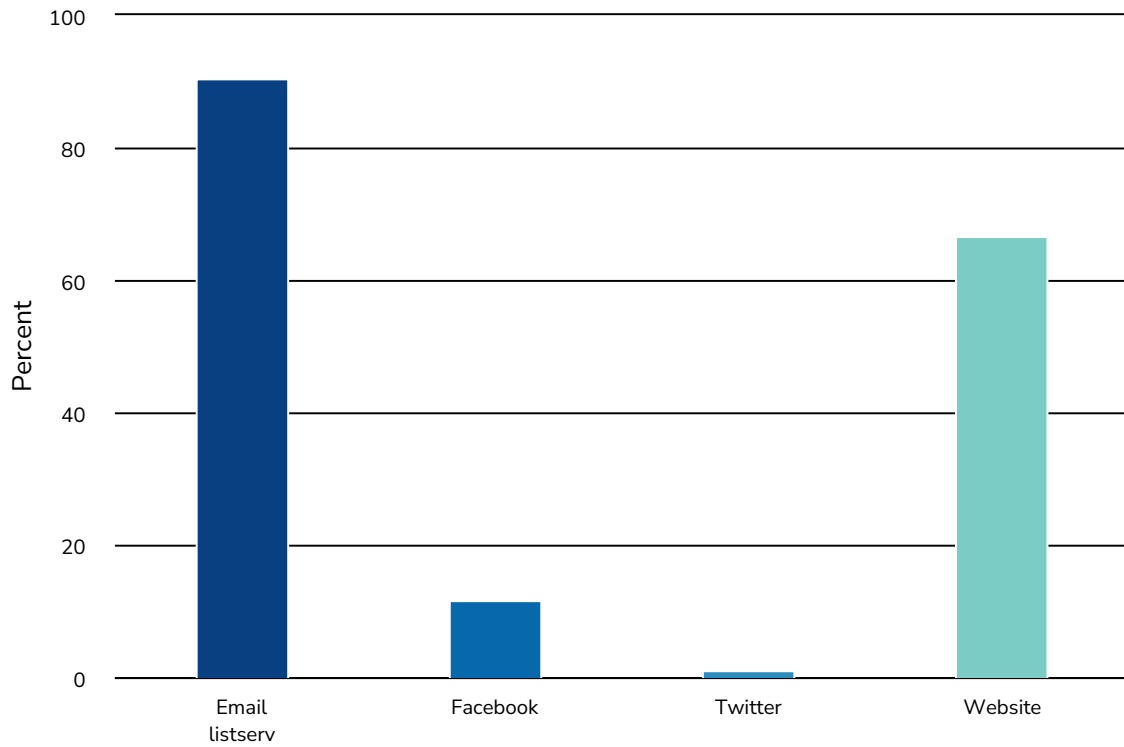
Value	Percent	Responses
Email listserv	90.6%	144
Facebook	11.9%	19
Twitter	1.3%	2
Website	66.7%	106

17. Have you ever applied to volunteer for the CLEL Steering Committee or the CLEL Bells Committee?

27% Yes

73% No
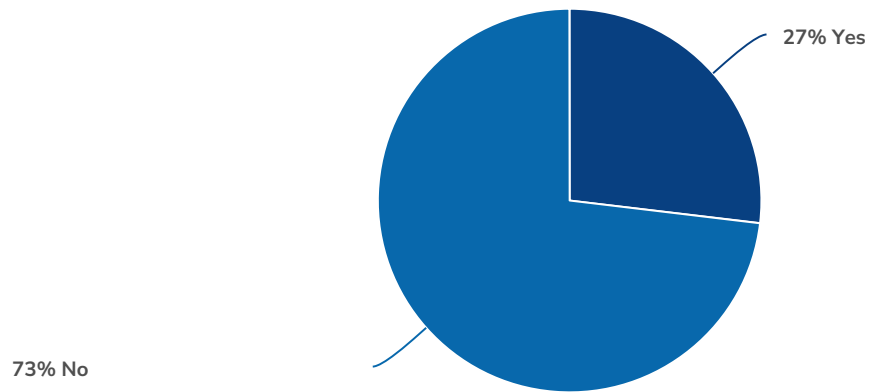
Value	Percent	Responses
Yes	26.9%	43
No	73.1%	117

Totals: 160

18. If you answered no in regards to committee membership, please share why not. What might encourage you to volunteer in the future?

ResponseID	Response
2	Already have as many volunteer commitments as I can handle right now.
3	I work in Montana
4	Work is primarily with school-aged children; not enough time;
5	I have a lot of tasks at my current library, and I'm also not sure how much I could contribute or what kind of things the committee does. If it was clearer what volunteering would entail, I may be more likely to join.
7	Out of state
8	Too new for me. I am interested though.
12	I live out of state and have other book committee commitments.
16	Involvement in other organizations. I'd be willing to volunteer in the future when other commitments are fulfilled.
17	I work and reside in Pa. I am not sure if you accept committee members outside of your geographical area.
18	I'm not a Colorado resident and don't have travel funds.
19	I have not looked into these committees before. If there was information sent to me, I would be encouraged to be a volunteer.
20	n/a, I've been members in both!!!!!
21	n/a, I've participated in both!
23	I know anyone can apply, but since I don't live in Colorado it didn't feel right. Also I have been involved as a volunteer in other professional organizations.
25	Involved/committed to other boards or committees.
29	nothing
31	Mostly time constraints, I am the only children's librarian at my location. I would be interested in the future, especially if I had a good sense of the time commitment involved.
33	I am just so busy with other responsibilities in my role that I haven't had time to consider it. But someday I want to!

ResponseID	Response
39	No time
40	In the past my work load was too great to allow time for committees.
41	I don't have the time needed to commit to things outside my normal job duties.
43	I don't live in Colorado so am not sure how active I am allowed to be. :)
45	Our location seems to prohibit us from being as involved in professional organizations as I would like. Also, I don't feel supported by administration of the library to contribute time to organizations bc it takes time away from our library work.
47	Don't reside in Colorado.
49	I am new to Colorado and to CLEL. I would love to volunteer in the future.
52	Time - other professional commitments.
54	Wasn't aware of the opportunity; would have to be virtual participation option
57	I did some committee work in various capacities earlier in my career but at this point I'm just kind of... tired. I think about it occasionally, but I don't know that I'd have time.
59	I'm not in Colorado, and I doubt I'd be approved to spend work time on committee membership.
65	Having enough notice to discuss my capacity with my supervisor being able to connect w/ CLEL committee members.
66	Less time commitment.
67	Too much unpaid work to try and fit into my already overworked schedule
69	Time and current position; others in our organization are better suited at this time
70	Time commitment
73	Already have a full plate.
77	I had a lot going on with work and missed the deadline. I hope to apply for CLEL Bells next year!
82	No time!
85	Felt I needed to be a "Librarian" first
86	Not enough time. Also, my library is in Illinois.

ResponseID	Response
94	I wasn't sure I should as a paraprofessional, but will consider it now that I am an official librarian
95	I would like to in the future, but haven't had the time to commit to it yet
98	I don't live in CO.
102	Distance from Denver.
104	I am not a CO librarian
105	I just joined this summer and am still figuring out what the opportunities are and what CLEL does
107	I do not live in Colorado and am unsure if I would be eligible.
108	Personal time commitments
109	Time - many other work-related responsibilities
112	i don't know
113	I don't want to over commit myself.
116	I currently do not have time as I work full time, I am in school and I have a preteen kiddo.
117	I just came back to youth services a year ago, so wasn't ready to volunteer yet. Plus I am outside of Colorado, but I view Colorado as a leader in the Early Literacy field as libraries go. I was so happy to be able to join a couple of years ago!
118	I live and work in MN. It's hard for me to do in-person activities with CLEL in Colorado.
119	I am heavily involved in the Oregon Library Association's committees so lack the time currently to apply though I would likely be interested in the future.
121	I'm very interested in applying for CLEL Bells but I was worried about my workload and being able to manage the committee on top of my existing responsibilities.
122	Timing, busy at work, am not sure if librarians outside of Colorado can volunteer on committees
123	I do not currently have the time. I hope this changes at some point
124	Time commitment
126	I'm not from Colorado and in the past always assumed these opportunities were reserved for librarians from Colorado

ResponseID	Response
127	I just started my new job and learning all of the library system.
128	Don't have time
129	I'm new to this position.
131	I think I put my name in once, but never heard anything.
132	I didn't think I would be considered.
133	I am concerned about the time commitment.
134	I am not located in Colorado. I wasn't sure if that was a requirement for committee membership.
135	I would like to, but not sure I can (time constraints) Sorry.
136	I was just really busy but would love to at some point. I was worried about time commitment.
143	I don't have the time to serve on the CLEL committee. Distance is also a factor.
144	Not in CO. Not sure what would encourage me to volunteer
145	I currently do not have time in my schedule to serve on a committee. I am not only working as a Youth Services Librarian, but also work in PR/Social Media and as a Passport Acceptance Agent.
146	I was too busy with school, work and home life when I lived in CO. Now I'm too far away in NM to feel like I can contribute to the committees.
149	Can't tell if school library professionals are welcome/needed; most seem to be from a public library background.
150	I live and work on the western slope of Colorado. It might make it difficult to make in-person committee meetings due to travel and weather. I also do not really like virtual meetings.
151	Retired educator and I only work part time at the library.
154	As a very new librarian I am focusing my time in figuring out what I am supposed to be doing and I feel like in the future I could support CLEL as a committee member, but not right now.
155	Live outside CO
156	I am anticipating retirement and am reluctant to take on a commitment that I can't complete.

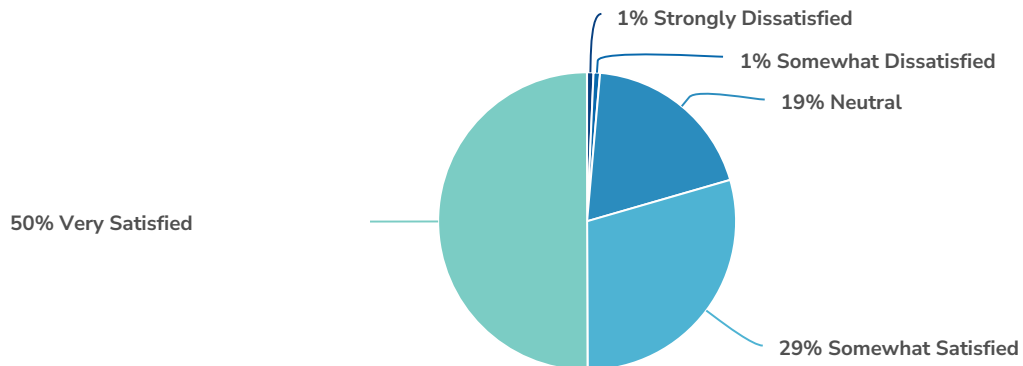| ResponseID	Response
157	Shy - Very busy at work
159	Limited time but I plan to apply for the CLEL Bell Committee the next time it opens up.
160	Time
162	Too new.
164	Too busy
165	not enough time
166	I'm outside of Colorado and not sure if I'm eligible for membership
167	I am interested in participating in both, but currently do not have the time available to commit to either
170	I have issues with some of the CLEL people and decisions so I'm not super enthusiastic about volunteering my time with this organization.
171	I don't really know enough about it to have had an opportunity. It seems like maybe this is something that happens in cities or big towns far away from me.
172	More time in my work day.

19. In general, how would you rate your satisfaction with your CLEL membership?

1% Strongly Dissatisfied

1% Somewhat Dissatisfied

19% Neutral

50% Very Satisfied

29% Somewhat Satisfied

Value	Percent	Responses
Strongly Dissatisfied	0.7%	1
Somewhat Dissatisfied	0.7%	1
Neutral	19.1%	26
Somewhat Satisfied	29.4%	40
Very Satisfied	50.0%	68

Totals: 136

20. Please rate your level of comfort with the following statements

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Responses
CLEL is my go-to place for early literacy learning Count Row %	1 0.7%	6 4.4%	23 16.9%	71 52.2%	35 25.7%	136
CLEL provides high-quality professional development Count Row %	1 0.7%	0 0.0%	15 11.0%	42 30.9%	78 57.4%	136
CLEL is responsive to the needs of members Count Row %	2 1.5%	0 0.0%	43 31.9%	43 31.9%	47 34.8%	135
CLEL facilitates professional interaction/networking among peers Count Row %	1 0.8%	1 0.8%	37 27.8%	39 29.3%	55 41.4%	133
CLEL responds quickly to changes in our industry/field Count Row %	0 0.0%	3 2.3%	37 27.8%	45 33.8%	48 36.1%	133
CLEL effectively advocates for early literacy in the Colorado community Count Row %	1 0.7%	2 1.5%	38 28.4%	32 23.9%	61 45.5%	134
I feel connected to the CLEL community Count Row %	3 2.2%	18 13.4%	47 35.1%	46 34.3%	20 14.9%	134

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Responses
I understand CLEL's mission Count Row %	1 0.7%	4 3.0%	12 9.0%	46 34.3%	71 53.0%	134
I would recommend CLEL membership to a colleague Count Row %	1 0.7%	0 0.0%	11 8.2%	32 23.9%	90 67.2%	134
Totals Total Responses						136

21. Please elaborate on your responses above (optional):

ResponseID	Response
4	There are many literacy lanes for professionals in Colorado, and sometimes this work/info/professional development seems redundant. Wouldn't it make sense to join forces with other literacy groups and broaden impact? (CDE, CCIRA, CAL, etc.)
13	My neutral responses are either because I don't know, but based on my limited knowledge CLEL is outstanding :)
17	I have always recommended your book awards and activity extensions to other colleagues, and to other libraries as the youth consultant. I wish I could participate more fully.
20	I know it's tough to connect, but maybe we could have member meet-ups in person more often in specific areas, maybe facilitated by steering and/or CLEL bell members, or those passionate and interested in this, so we don't just meet up to visit, but also to network, connect and talk about our profession, things we'd like to do, etc.
22	I'd love more opportunities to hear from presenters outside of CO as well.
40	More early literacy tips on the website and more professional interaction/networking among peers would be great, even informal meet ups.
45	I am ready to have professional development conferences in person again. That is my best way to learn.
46	I also get early literacy learning from colleagues, library professional development, and other training institutes like Family Place or Saroj Ghoting.
51	I love all of the ways CLEL has recently (last few years) tried to increase its offerings to its membership. I love!! The webinars. The conference is amazing and so affordable. Keep trying new great things!
57	It's a great group! My only regret is that there isn't a similar group in my own state!
62	I've had the most unique early literacy professional development experiences with CLEL-they offer trainings that no one else does! Because the organization is run by professionals who are in the field, their information is timely and helpful. CLEL trainings and CLELCON are some of the most valuable PD time I've spent.
65	I was happy to hear that CLEL is being mindful of EDI efforts and will include Spanish titles for CLEL Bells.
85	I did not know you were on Facebook or Pinterest...

ResponseID	Response
88	I am out of state and have not been able to attend your monthly meetings. It is unclear if professionals outside of CO can attend. Whenever I try the link to attend a monthly meeting, I am not allowed access. I believe this is because I am not a resident. Is this accurate? I would like to be more involved, but not sure if meetings are closed. Please advise.
93	I choose to not attend most library conferences, but the one library one I attend is CLEL.
100	From what i have seen online and read CLEL try to engage their community and it members with early literacy and provide learning opportunities for other libraries to learn and build from their knowledge.
105	I am a very new member so am not sure yet about a lot of the answers above, which is why they are mostly "neutral"
107	I wish there was an option for "I don't know" with regards to how effectively CLEL advocates in the Colorado community, since I'm not a resident.
117	I appreciated being able to participate in the virtual meetings & wish I could participate in the Annual Conference. I still hope to be able to one day. I hold CLEL in high esteem for Early Literacy, I do consult the website and look forward to the emails. I wish I could be more involved. I say keep up the good work. These kids still need us! I do the Babytime program at my branch, but we have toddler and preschool storytimes too. CLEL is a great resource, & leads the pack with the CLEL Award books every year. You all make me wish I lived & worked Colorado! Thanks so much for all that you do!
118	Once again, it's hard to be this far away.
121	I am a CLEL member from outside of Colorado so I cannot speak to CLEL's involvement in those communities. It also affects how connected I feel to CLEL as an organization.
123	I have yet to engage deeply with CLEL and am unsure if there is much for the School age or Tweens I searve
125	The trainings are right on point, and there are always easy to apply activities available to find on your website and implement at work.
126	I don't know enough to answer other than Neutral at this point for many of the questions.
133	Limited opportunities to connect for continued education on the western slope of colorado.
142	CLEL is the best organization of its kind in the country.
151	I am a retired educator and only work part time at the library. I mainly work with Tweens (9-12).
154	I am new to this.

ResponseID	Response
155	Many of the talks at the upcoming conference look interesting and relevant to me. I'm registered for the conference.
157	I have attended CLEL meetings in the past and have learned a lot from them. I have recommended newly hired paras attend the meetings. Things get busy and now that I am supervising it is hard to get away to the meetings
166	As a non-colorado librarian and a fairly recent joiner I don't feel able to speak to the questions about membership or service to Colorado's community - those answers are more "N/A" than neutral!
170	I often feel like the work of CLEL is work for work's sake and not substantive. Thus, positions are filled with anyone that has the free time to contribute rather than with experienced, knowledgeable or qualified professionals and the executed work reflects that.
171	I guess that I haven't had the time (or made the time?) to utilitze the CLEL resources.

22. How important is it to you that CLEL:

	Not important	Neutral	Somewhat important	Very important	Responses
Advocates for early literacy and libraries to local government/decision-makers Count Row %	0 0.0%	7 5.1%	29 21.3%	100 73.5%	136
Builds public awareness about the importance of early literacy Count Row %	1 0.7%	2 1.5%	26 19.1%	107 78.7%	136
Collaborates with other state and national organizations to advance early literacy Count Row %	0 0.0%	5 3.7%	46 33.8%	85 62.5%	136
Connects members with fellow library youth services and other early literacy professionals Count Row %	0 0.0%	7 5.2%	30 22.2%	98 72.6%	135
Curates effective early literacy messages for storytime Count Row %	1 0.7%	6 4.4%	37 27.2%	92 67.6%	136
Provides professional development opportunities Count Row %	1 0.7%	2 1.5%	22 16.2%	111 81.6%	136
Recognizes high-quality early literacy picture books Count Row %	1 0.7%	3 2.2%	29 21.3%	103 75.7%	136
Shares timely early literacy information from the field Count Row %	0 0.0%	5 3.7%	22 16.3%	108 80.0%	135

	Not important	Neutral	Somewhat important	Very important	Responses
Shares storytime and other program ideas Count Row %	0 0.0%	7 5.2%	49 36.3%	79 58.5%	135
Totals Total Responses					136

	Not important	Neutral	Somewhat important	Very important	Responses

23. What do you get from CLEL that you can't get from other professional organizations?

ResponseID	Response
2	I appreciate deeply that our state continues to sustain an organization that is focused on high quality library service for our our youngest folks and their families and caregivers.
7	Early lit focus
12	A focus on early literacy
16	An early literacy focus.
20	Direct early literacy focus!
21	Early literacy focus!
22	I love the CLEL Bells!
28	It is the only organization or awards that I know of that specifically focuses on early literacy in a library setting, and quality picture books that support it.
31	The science and research behind early literacy but in an accessible and easily shared format. Also great story time book recommendations.
32	A statewide collaborative that supports early learning efforts on a grand scale.
33	I love CLEL because it is specific to early literacy and libraries. There are lots of organizations out there that are dedicated to early literacy/early childhood learning, but they tend to be directed towards teachers and I often don't find the information as applicable to the library setting. CLEL is the missing link to all of that!
36	Networking with other library professionals.
37	EL specific training, info, and book recommendations
40	A focus on early literacy
45	The understanding of the roles libraries play in the families of those with young children. And that such roles ebb & flow as children's ages progress.
46	a true focus on early literacy & early learning; local (CO) networking; opportunities to serve on committees relevant to my job and interests
50	Early literacy specific librarianship approach. It is the only professional organization I belong to that focuses on this specifically and I can rely on CLEL to provide accurate guidance and a network of peer support.

ResponseID	Response
51	A one stop shop. Connecting to other members, back log of well reviewed books, activities and programming ideas, a whole conference plus regular webinars
52	Practical, immediately usable information
57	Well, it doesn't cost the earth for starters. Research-based, up to date information and a strong community.
59	A concise yet accurate explanation of ECRR2 that I can share with parents--it's not jargon heavy.
62	Amazing trainings for free, and accessible conferences.
64	Better connections with similar interest professionals
65	I like that CLEL doesn't exclude anyone from participating or becoming a member. Anyone can join! Having the chance to learn from organizations outside of Colorado makes CLEL more responsive and relevant, when thinking of it as a professional development resource.
66	It feels more accessible and it's easy to participate. Everyone is kind and insightful.
70	Unsure
71	Information specific to Early Literacy and libraries.
72	Colorado specific information
73	n/a
75	A network of local professionals who are engaged in the same work.
78	Camaraderie
79	Community and a central location for lots of needs
82	Consistent communication specific to early literacy
85	local support
88	Great Book Lists aligned with ECRR skills and extension activities that are current/new to publication. Thank you so much!
89	Colorado specific research and links to other agencies.
92	Focus on early literacy.

ResponseID	Response
94	relationships with others in our field and in our state as well as ongoing training
95	Networking opportunities with other Early Literacy Librarians.
98	Many great, practical ideas to use immediately; book titles that meet the diverse needs of students.
99	Brand new to CLEL, just now exploring what it has to offer.
102	People who speak my language of "Love for Early Literacy".
104	Things are all in one place for easy access!
105	An early literacy-specific focus for all resources, discussions, PD, etc. vs. early literacy being one piece of a broader children's or youth focus.
106	A sort of one stop shop- even if i cannot find the info on the website, the links to other resources are right there and it saves so much time on searching -whether i am doing the searching for myself or showing others where to start their searches.
107	I value the practical advice and the CLEL awards!
108	Specific, narrow focus
109	Information specific to the challenges, services, and resources available in Colorado.
111	The CLEL contacts are immediately responsive to my questions. Even though we all live in different parts of the state, I know I can reach out and get support.
113	Not sure as I am not a part of any other organizations.
116	I get information specific to early literacy.
117	Early Literacy specific information, contacts, and ideas.
118	The great CLEL Award Winners each year, and more Early Literacy information than elsewhere.
119	Direct focus on early literacy in formats that are easy to find and use.
121	CLEL offers realistic, from the trenches, early literacy and storytime strategies, tools, and tips. The early literacy information I get from CLEL is from people I know are working with young children and their families almost every day and it shows.
123	unsure
125	The concentration of early literacy versus all library topics.

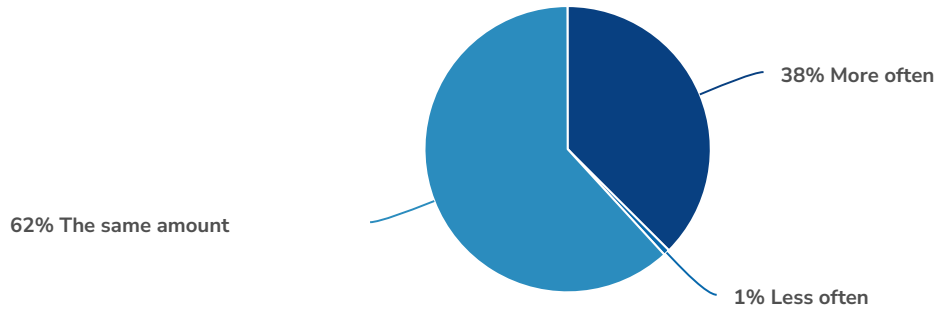| ResponseID	Response
130	Colordao early childhood focus - it feels local.
131	Everything I need for library early literacy is in one place. Local resources.
133	Continued education opportunities and learning ideas focused specifically on early childhood education in the context of state-level colleagues and collaborations.
134	Virtual networking opportunities, practical tips and skills that I can apply immediately
138	The focus on early literacy is so great and I haven't found it elsewhere
142	How to do a quality storytime, connection with other early literacy librarians.
146	CLEL has a personal touch that many other professional organizations lack.
151	I have not really used it.
154	Enthusiasm and real experience.
155	Conference with focus on early literacy/pre-K programming. My state association conference tends to have limited children's services offerings.
161	The CLEL Bell Awards are an outstanding resource for storytime. I feel that is one of the best resources that CLEL provides outside of the annual conference. No other annual conference that I can attend is specifically library AND early literacy focused.
167	Colorado specific information about early literacy and a way to connect with peers in the state
170	Local connection
171	I'm not sure yet.
173	I appreciate the CLEL Bell awards, it's a great opportunity to hear and learn about wonderful picture books. I also like the Member Meetups and the webinar opportunities.

24. I want to hear from CLEL:

38% More often

62% The same amount

1% Less often

Value	Percent	Responses
More often	37.5%	51
Less often	0.7%	1
The same amount	61.8%	84

Totals: 136

25. What can CLEL do to improve your experience as a member?

ResponseID	Response
2	Perhaps offer smaller, less intensive volunteer opportunities for folks to get involved and develop their networking and leadership skills that better match the capacity of a wider population of CLEL members.
5	Send out literacy ideas and programs that other libraries are doing in the regular emails! I don't always have time to read or click on the newsletters, so having the ideas in an email will help me know what I'm clicking on. Thanks so much!
17	Support professionals outside of the state to attend meetings. I have not had success in being able to attend, but would like to.
20	I like in-person networking options set up over CO!
21	More opportunities for in-person connections maybe in diff areas of the state more often in the year!!!!
22	I used to live in CO and now work and live in another state. Oftentimes, it seems like CLEL webinars are directed towards CO resources, and I do understand most members are from CO. However, as membership continues to expand to other states, it would be nice to have more national voices or maybe highlight happenings in other members' states.
25	CLEL does n excellent job. Improvement of my experience with CLEL is an issue I must resolve.
31	At the moment, I'm very pleased with my experience as a member.
32	Offer ways to chat/interact via text instead of video and outside of a social media platform.
33	CLEL is amazing and I have only watched it grow and become more so during my time as a member.
36	Continue to provide scholarships (if funds are available) to attend CLEL conferences.
45	Have in-person conferences again!
46	keep membership free (thank you!)
51	Maybe passive opportunities to share ideas? Idea walls??
52	Keep on with what you are already doing!
62	Provide more sample literacy tips and updated storytime techniques. Find, evaluate and share high quality early literacy resources from other organizations.

ResponseID	Response
66	Do you guys have a newsletter with ideas and talking points already? Like sending your blog posts directly to my email.
70	Unsure
71	In person conference. Present outside of Colorado.
85	offer more ideas for storytimes.
88	Clarity on what is allowed for professional attendance outside of the state in different geographical areas.
89	Examples of great programming throughout our state.
94	more storytime tips / training / sharing of sites with useful info sharing stats to share with caregivers
106	Nothing at this time. I feel pretty involved!
109	Can't think of anything at this time.
111	I don't have anything to add. Keep doing what you are doing.
117	I don't know but more is always appreciated. Really, I just say keep up the good work!
121	I'd like to join some of the virtual professional development sessions that are offered but they aren't at a great time for me because they seem to coincide with when I'm needed on the public desk and I am in EST instead of Mountain Time. I'd love it if those were recorded so that I could go back and watch them.
123	I am not sure at the moment. Perhaps an Inperson conference?
125	I like that the conference is virtual because we can watch as many of the offerings as we'd like but I do miss the opportunity to attend some thing in person. It's a chance to net work and learn new things at the same time, in a new environment/break from work.
126	Haven't been a member long enough to know!
130	I find the CLEL organization to be excellent, but I would sign up for more professional development opportunities. I truly appreciate the FREE webinars and Quick Bite presentations. I participated in the first CLEL ProjectREADY cohort. If there are more opportunities to attend such excellent programs virtually, I will sign up for every one I can.
133	Provide online pop-up events and in-person activities for professionals outside of metro Denver area and Front Range

ResponseID	Response
134	easier/more accessible event calendar - I miss meet-ups from time since I usually only hear about them from the email listserv and can't make the time.
135	I need to explore more. I hope to.
138	I would really like the conference to go back to in person. That provided such valuable networking and a chance to catch up with people that is much harder, if not impossible, to recreate in a virtual conference.
154	Maybe monthly emails highlighting one thing CLEL does.
155	Publish a monthly newsletter of emerging research and trends in early literacy, program ideas, etc. I would read that regularly.
159	I would love more EL tips to include in storytime presentations and how to deliver those messages in the best way possible.
161	I wish the meetups that CLEL offered were available on different days of the week. I am always on the desk for the meetup time.
166	Honestly I'm pretty happy on the periphery! I appreciate the resources when they're applicable but have other local resources within my own system/state that might fill some of the niche that CLEL fills for others.
167	Having conferences in person where I meet members face to face would be beneficial
170	Perhaps consider financing a paid professional who is qualified to be an early literacy advocate and trainer.
171	I'm not sure. This survey is making me think that I need to search out more opportunities to determine what I am missing.
173	I would appreciate more webinar opportunities that focus on early literacy passive activities for libraries and engaging caregivers when they bring their kiddos to the library.

26. CLEL is considering many potential future projects and initiatives. How interested would you be if CLEL supported:

|	Not interested	Neutral	Somewhat interested	Very interested	Responses
Early Literacy Mini-Grants for Members Count Row %	8 5.9%	37 27.4%	53 39.3%	37 27.4%	135
Support for Outreach Opportunities (e.g. Libraries in Laundromats) Count Row %	3 2.3%	28 21.1%	49 36.8%	53 39.8%	133
Mentorship Opportunities Count Row %	6 4.5%	29 21.6%	45 33.6%	54 40.3%	134
Newsletter Communication (quarterly or yearly) Count Row %	3 2.2%	11 8.1%	77 57.0%	44 32.6%	135
Open Membership Meetings Count Row %	10 7.5%	46 34.3%	51 38.1%	27 20.1%	134
Equity, Diversity, Inclusion & Social Justice Initiatives (e.g. Project READY: Reimagining Equity and Access for Diverse Youth Study Groups) Count Row %	5 3.7%	20 14.8%	58 43.0%	52 38.5%	135
Professional Development Webinars Count Row %	2 1.5%	5 3.7%	34 25.4%	93 69.4%	134
Totals Total Responses					135

27. What other projects or services would be valuable to you that CLEL could provide?

ResponseID	Response
2	Other small group/cohort based learning opportunities like the Project READY groups but centered around other topics relevant to members' work.
20	Science of reading help - how we can support our educators and understand it ourselves; when similar things come up, support/discussion (thank you for already doing this), more of this!!!!!
21	What works/tips and tricks for STEAM, working with the whole family (older adults and all ages in the family), working with early childhood educators!
22	Maybe keeping us up to date on ALSC news that relate to early literacy.
28	Support and professional development specifically for youth services/childrens services managers/department heads.
36	I can't think of anything else at this time.
40	Casual meet up events
45	Specific storytime and program ideas.
46	I like the idea of a newsletter that would highlight trends that I may not be aware of.
51	Not sure
89	Opportunities to connect and volunteer
94	Resources to share with caregivers - STEAM related themes Arts and Crafts for children Programming info
97	pre-natal programs for expecting parents
98	Virtual events, access to on demand recordings
102	Free Books
105	A curated digest of current early literacy/early child development research and news. It would really help me stay current.
106	I really like the EDI /Social Justice and mentorship opportunities that were listed as potential projects
107	Again, I didn't answer some of the questions in #25 as they don't really pertain to me as a non-Coloradoan.

ResponseID	Response
109	I will reach out if I think of additional items other than those listed above.
111	Mini-grants help so much in rural communities. We have done so much with GRT funds, and I'd love to keep the forward vision applying for a grant forces me to develop.
117	Maybe you could include articles from members in & out of Colorado on ideas they've tried in their storytimes, STEAM activities, or with their parents & caregivers, etc. I wish CLEL could "take it on the road!" But you are Colorado!
119	Ideas and support for building a sensory storytime or adding sensory-friendly elements to storytimes.
120	Already completed Project READY
121	Maybe book reviews for great books to use during programs and extension activity ideas to use with those titles as well as literacy tips to coincide.
123	Unsure
125	I really appreciate what you're already good at. Adding new things might be helpful, but please don't do it at the expense of lessening your conference and trainings.
134	More virtual networking opportunities
135	These all sound good.
167	Nothing comes to mind
170	More Evidence based research
171	I don't know .I've only been a librarian for a year. I'm a retired elementary teacher/reading specialist, so this is a new career for me. I'm still learning.
173	I would love to see book lists shared by CLEL. Ideas for storytime themes, ideas for book displays, professional development books, lists to share with caregivers that address a variety of developmental topics.

28. Which topics would you be interested in learning more about? Check all that apply.
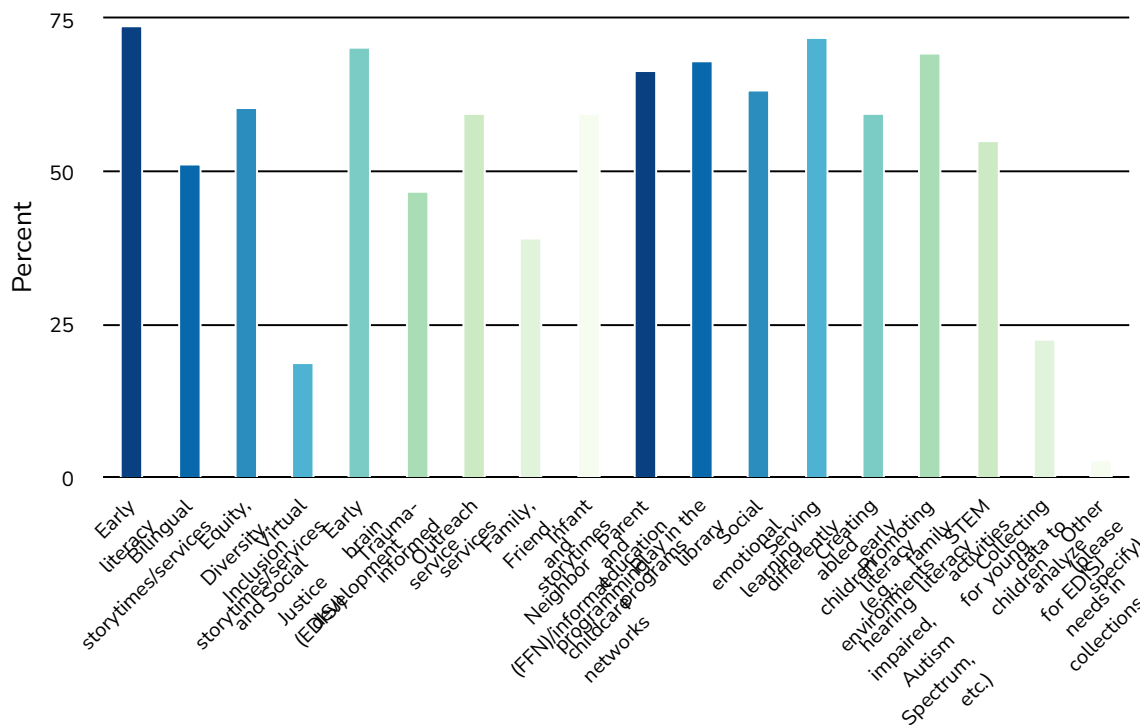
Value	Percent	Responses
Early literacy	74.2%	98
Bilingual storytimes/services	51.5%	68
Equity, Diversity, Inclusion and Social Justice (EDISJ)	60.6%	80
Virtual storytimes/services	18.9%	25
Early brain development	70.5%	93
Trauma-informed service	47.0%	62
Outreach services	59.8%	79
Family, Friend, and Neighbor (FFN)/informal childcare networks	39.4%	52
Infant storytimes and programming	59.8%	79

Value	Percent	Responses
Parent education programs	66.7%	88
Play in the library	68.2%	90
Social emotional learning	63.6%	84
Serving differently abled children (e.g., hearing impaired, Autism Spectrum, etc.)	72.0%	95
Creating early literacy environments	59.8%	79
Promoting family literacy	69.7%	92
STEM activities for young children	55.3%	73
Collecting data to analyze for EDISJ needs in collections	22.7%	30
Other (please specify)	3.0%	4

Other (please specify)

Other (please specify)	Count
Recommended titles for storytime	1
Tween Services	1
Ways reading is taught in the schools	1
reaching military families	1
Totals	4

29. What professional challenges do you currently face/anticipate facing in the next three years?

ResponseID	Response
2	a challenging political & cultural climate for the integration of impactful EDISJ shifts in library services, programs, and practices
3	lack of staffing - I am a one person Children's Department that serves a rapidly growing community.
4	Budget, growth, book bans
16	Book challenges! The fight to maintain access to books with LGBTQIA content is real! The personal attacks on library staff are real!
17	Staffing capacity challenges. Covid learning gaps for emerging readers, and SEL for early childhood community members that did not experience group learning before K. This is a current challenge, and likely to be so for the next couple of years.
18	Lack of staff resources and time to meet demands of the community.
19	Book banning and Continuing to foster Equity, Diversity, Inclusion in Library Programs and book collections
20	The "new normal after" COVID, capacity and not enough staff to support programs, storytimes, events, outreach. There are always SO many needs, and it's hard to do it with little to no staff help besides yourself.
21	Not enough staff in libraries so not much support at all for our services. We need more staff!!!! Also, expectations STILL about "the new normal after" COVID.
22	I support staff in public libraries, and the biggest challenge I hear from them is being consistently short-staffed.
25	A professional, not-so-casual workforce. Technology, new devices, and services that elders have difficulty navigating. Reaching children who spend many hours gaming, texting, and living on social media but are unable to read at grade level.
27	censorship-material and program appeals/challenges
28	Being understaffed and having to do everything myself, be everything for everyone.
30	materials and programming challenges/appeals
31	Behavior in the library exacerbated by systemic issues like houselessness, food insecurity, gun violence, and more.

ResponseID	Response
32	How to support children/families with LGBTQIA needs in a world/community that disavows these realities.
33	Budget cuts. We are funded through property tax and a new legislative bill has the potential to really hurt our revenue. I also think we will continue to experience the fallout from the COVID-era babies and children who fell behind during distance learning.
36	The continued need to be knowledgeable about the latest trends in children's publishing.
40	Leadership not understanding what early literacy is, how it is presented, why it is important, and what goes into planning an early literacy event or program.
45	small staffing which causes each of our library employees to need to know all aspects of library work, but occasionally hinders the ability to focus specifically on early literacy and youth services.
46	stagnation. My job has become quite limited due to organizational restructuring and I'm not as excited about it because I don't get to do special projects any more. Also, our budget and staffing capabilities continue to tighten because of inflation, which means even if I had the opportunity to do new projects I wouldn't necessarily have the time for them. It's very frustrating learning and getting inspired by what other libraries are doing but not being able to implement anything in my job or work.
50	Funding and lack of funding to grow programs and resources for community members at or through the library
51	Book challenges and protective parents. Balancing that with wanting to promote all the amazing books that continue to come out from authors of minorities
52	Challenges
54	budget that isn't keeping up with changing prices; students coming to school less prepared than in past
57	Budgetary concerns and increasing hostility towards LGBTQ content in my area. As the area grows and there are more opportunities for events and engagement, it becomes harder for the library to "compete" and more important for us to collaborate.
62	As a queer library professional, I deal with countless microaggressions from caregivers and kids alike, and I would love to learn how to deal with those in a gracious and educational way.
65	With the advent of Universal Preschool in Colorado, we are seeing less 3-5-year-olds at library programs. I think there needs to be more consideration for how to serve babies and toddlers in and out of the library, while also recognizing the needs of the PreK audience and how the library can best serve them and their caregivers.
70	Providing low cost programming

ResponseID	Response
71	Book bannigs and diverse program challenges. The continuing struggle to talk about libraries as not nutral spaces.
75	Book challenges, changes to library boards and policies that don't support neutrality and the freedom to read
79	Staffing and funding
83	Censorship
84	censorship
85	inability to grow my skillset
88	Preschool Wait Lists are 3 years long is some of our service areas. The public library is not able to fill this gap independently.
89	Push back from communities on books on the shelves.
92	Book and program challenges from members or the community or organized groups.
94	Staying on top of industry news - i don't get access to magazines and articles like I did when I was in school.
97	can one progress without a mlis degree in public libraries
98	Decreasing attendance at daytime programs (3-5yo & caregivers) due to advent of Transitional kindergarten/universal PreK (UPK) programs in CA.
99	Lack of participation/interest within my community to early literacy programming, however, I'm noticing positive response to story time and I'm hoping that continues.
102	Budget cuts. Outgrowing our space. I feel a "Baby Boom" is coming.
105	A lot of staff turnover, and keeping a staff which is very large and constantly in flux trained up on best practices, brain development, story time strategies, and more while also continuing to engage a handful of veteran staff with professional development.
106	Staffing and people choosing the library as a career path. There is a lot of turnover these days and I feel that although libraries on the whole are loved by their communities, there is not enough advocacy to value staff on the front lines nor the staff's dedication to their communities.
107	I fear that challenges regarding library materials and displays (particularly with regards to the LGBTQIA community) may continue to rise, even though we live in a very welcoming and inclusive area. I think that budgets for conference travel and professional development may be negatively impacted in the near future.

ResponseID	Response
108	Censorship
109	Workforce availability and affordable housing for young families; our population is aging, and young families can't afford to live in our mountain communities
111	We are asking for a mill levy increase this fall to build a second story on the library and expand services. If it happens, I get to design a new children's room. I also must prepare for a year of serving the community in new ways. If it fails, we are looking at severe budget cuts to save money to build the new space ourselves.
113	Budget is a huge issue for our district.
116	Our local preschool will be moving to a new facility in January which will mean more travel time to do outreach.
117	Budget cuts. AI invasion that may help & may hinder Early Literacy progress with the children.
118	More requests for book removals (fortunately, I don't deal with those much.) More conflict with adults who don't have a stake in what we do.
119	Prioritizing - making time for Outcome Based Planning and Evaluation while still holding space for the active and busy programming schedule our patrons know us to provide.
121	Our library is going to start focusing more on outreach in our community and I struggle with creating those connections with the community members, especially with the communities that I feel like know little about the library's services. Information on starting outreach from scratch would be amazing.
123	Unsure
125	Having enough staff/capacity to do all the things we know are valuable.
131	More book challenges on books for younger "readers".
134	finding low cost, no travel professional development
135	Retirement!
142	Challenges to lgbtqia materials
144	Book bans and censorship attempts. Having to prove once again that libraries are vital parts of the community.
146	I am the director of the library as well as the only person who leads programs for any age at the library. My background is early literacy and children's programming so I try to do what I can to impart the early literacy tips.

ResponseID	Response
149	Declining staffing in school libraries
155	Increased levels of responsibility without a commensurate increase in pay or work hours.
157	More collection development responsibilities
159	We are having very large numbers of people attending storytimes with limited space and staff.
161	The cutting of funding is supremely on my mind. Also, the challenges to not just particular books but also to libraries themselves from certain political groups are scary.
164	Funds to do outreach.
166	Continuing book bans and hostility towards LGBTQ communities
170	Serving children with a variety of disabilities and special needs.
171	I currently struggle with not having enough time in my day to implement all of the things that I'd like to do in the Children's Area.
173	My library is opening a new branch and I think we will need to get creative with how we program for two different communities. We will also need to address staffing, which can become stressful for the librarians I supervise.

30. Are you noticing any trends developing in your community that impact libraries, children or families?

ResponseID	Response
2	The ongoing child care shortages, universal preschool implementation processes and the need for parental support around navigating that system, a lack of transition resources from early childhood to Kindergarten for kids not in formal PK, four-day school week impacts on kids/parents/teachers, a lack of access to affordable or free out-of-classroom intergenerational learning opportunities
3	lack of affordable childcare and support for new caregivers
4	decreasing circ numbers
7	Increase in SEL needs
16	FFN caregivers need our support. Our state is seeing an influx of early childhood education dollars, but our unlicensed caregivers will not be on the receiving end of any of those dollars. It would be great if libraries statewide could form a plan to tap into the money on behalf of these FFN caregivers!
17	Decreased hours of service in libraries, lack of access for families that work away from the home, due to research supporting the children's opportunity index, how do libraries thrive that are not embedded in neighborhoods, how do urban libraries thrive as the neighborhood hub
18	Lack of access to child care.
20	We are still getting lots of new families into the libraries, and are discovering all we can offer. I feel like we still need basic training for all library staff that work in the children's area. Trends: social/emotional, whole-child focus, supporting and collaborating with early childhood educators!!!!
21	Social/emotional; STEAM; whole-child
22	I'm noticing more health-related programs.
25	Yes, fewer visits by teens and participation in library programs. Children are opting to access various platforms for education, entertainment, and enlightenment.
28	Less library support, much more sporadic storytime and other program attendance.
32	Lots of conversations about book banning, especially related to LGBTQIA themes
33	More need. More disparity between the haves and the have nots. Kids need so much more than just the basic literacy skills. They are lacking in social and emotional skills more than ever. And so are their parents!

ResponseID	Response
36	There are more book challenges, especially for school libraries so it is important to develop the skills to review these materials.
40	Book banning
45	elementary aged children home alone throughout the summer months, others over-scheduled resulting in little use of the library, other programs such as food programs or summer school being scheduled on top of summer library programs
46	Rising inflation affects all budgets, Universal PreK is still not enough to offset costs of early childcare.
50	Nationwide library debates about children's library programs and children's library collections that promotes an anti-LGBTQ sentiment locally. Program and collection challenges based on this misinformation spreading nationwide.
52	Economic disparities
54	Economic and drug use situations are leading to children who are not having early literacy experiences. Many are depending on screens/devices to keep children entertained rather than interacting with them in person.
57	My schools have a somewhat divided approach to literacy - some teachers are firmly entrenched in the traditional use of levels and are very aggressive around their use and others, especially the reading teachers, are shifting towards science-based reading instruction. I am trying to support this shift as well as support caregivers and teachers in helping the growing number of kids who are struggling to read (gee, I wonder why...)
62	I hear from pretty much every infant caregiver that the library is the only place they can find enriching activities for their child free of cost. Families struggle to access high quality programs and activities outside the library due to cost barriers and long waitlists.
65	Access to developmentally- and age-appropriate environments for youth of all ages is becoming more and more important. Also, I notice that customers are in need of free places, programs, and resources. Of course, with increased demand comes an increased need for staff and outreach. I think public libraries specifically need to be more and more responsive to community needs and to meet them where they are (while also finding ways to get them to visit the library for culturally relevant and responsive experiences).
70	lack of funding and lack of taxpayer support
71	The rool out of Universal PreK in Colorado and how it will effect childcare workers.
75	Rise in book challenges Community members joining library boards who have political intentions
79	Language

ResponseID	Response
83	Censorship
84	censorship
85	more books being challenged
88	Increasing Child Care Costs and less availability of childcare. SEL needs for children post pandemic.
89	We do a great job with babies through pre school and then lose kids through adolescence and we don't get them back until they have their own kids and they bring them to storytime...
92	Families experiencing homelessness and school readiness gap.
94	Challenges to books for children and teens - of course
98	Decreasing attendance at daytime programs (3-5yo & caregivers) due to advent of Transitional kindergarten/universal PreK (UPK) programs in CA.
100	In Texas, the book challenges and we've been told that the County doesn't need a library, if we have any push from the community members.
102	Homeschooling Autistic and other diagnoses.
105	An increasing desire for more than just story time and other traditional library programs (puppet shows, etc.) for young children -- STEAM programming, sensory play, etc.
106	The library being a sort of gap filler in education and providing safe spaces for all.
109	See above
111	We have a stronger need for ELL services. I want to expand the Spanish collection so everyone finds a book.
113	Moves to ban books.
116	Teachers are doing more to encourage reading.
117	Large Spanish speaking population that we need to serve better. Overcome the barriers that keep them from visiting us, and us from visiting them.
118	Anti-LGBTQ groups are trying to get their opinions heard--we just had Moms for Liberty try and have a storytime in our meeting room and others in our system.
119	Our community is trying to heal from a very public and painful political and cultural divide. There is are also many conversations about the growing community of those experiencing houselessness.

ResponseID	Response
121	The current 1st, 2nd, 3rd graders are really struggling with reading. They are far behind where their peers were before Covid. Resources to help caregivers for these age groups are needed.
123	New arrivals and learning what the library has to offer, as well as moving away and we lose the consistent interaction. Lots of change
134	still children who are not comfortable in social settings post lock-down
135	We need more interaction and training for parents and caregivers. In a small town, it can be isolating.
142	Regulation of what materials libraries can have for children
144	Book bans and censorship attempts
146	Our community has typically had a long term retirees that live here. This is changing as I am having more families joining us for storytimes.
151	Negative feelings towards certain books and/or programs.
155	Higher levels of immigration
159	We need more space both indoor and outdoors. We also need more staff to participate in outreach to our community. We have many requests from preschools and daycares to come visit them in their space.
161	It seems like the community my library is in is aging more and more and is unaffordable for young families. I'm afraid that soon there will be not many families that my particular library serves.
164	Less usage
170	Virtual living and less in person interaction
171	I think that we are slowly adding more non-English speaking families to our community. I moved here from a small town with a large Latino population, so I've been surprised at how little Spanish inclusion there is in my new town.
173	I have seen an uptick in the book challenges in the school district we are in. We are also serving an increasingly growing population where two new elementary schools are slated to open next school year (2024-2025). Our community is growing and we are having a difficult time keeping up with programming to meet that need.

31. Do you have any other comments/suggestions/feedback for CLEL?

ResponseID	Response
2	No.
20	You all do so much, how can we support CLEL!??!
21	Need more continuing help with Science of Reading- how to understand it, how to collaborate and support educators!
22	Thanks for all the great info and hard work! I always recommend CLEL to new YS staff.
25	Continue doing great work!!
32	I would love for the conference to go back to being in person one day!
36	I am glad that CLEL is a strong organization and advocate for early literacy.
45	Gosh, no. I do use website often and have a huge respect for CLEL being a FREE membership and yet so much to offer each of us.
51	Thank you, leadership, for all of your hard work!!!
62	THANK YOU!
70	No
71	CLEL should think about attending the World Forum of Early Childhood Affairs.
75	Thank you for all your hard work and all the offerings you provide, from trainings to information that can be accessed on your website, to the conference.
98	None
102	Please lobby for more funding to UPK. all day.
106	I love CLEL and am so happy to be a part of it!
109	Not at this time
111	Nothing else.
117	No. Just the fact that you sent out this survey shows you are not resting on your laurels and want to go further and want to improve. This is fantastic! I'm happy to be a part of it, even in my small way. Again, thank you very much, & keep up the good work!
118	Keep up the good work. Remember those of us who attended virtually and want to continue to attend events.

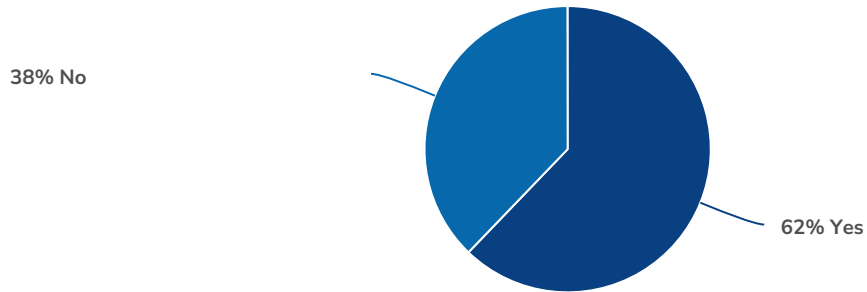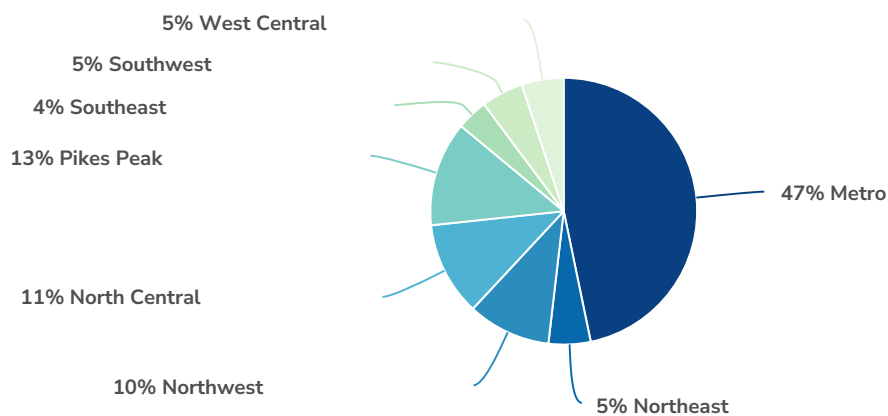| ResponseID	Response
121	Your annual conferences are great and so informative! I look forward to them every year.
123	not at the moment
134	Nope!
135	Thanks for asking, I feel that hearing from you via a newsletter would be helpful. Not via email.
142	Thank you for being here!
154	i loved my first conference. Looking forward to the next.
167	No
173	I appreciate the resources that CLEL provides and, as a still relatively new Colorado resident, look forward to continuing to connect with CLEL.

32. Do you reside in Colorado?

38% No

62% Yes

Value	Percent	Responses
Yes	62.2%	79
No	37.8%	48

Totals: 127

33. In which region in Colorado do you live? Please use this map.

5% West Central

5% Southwest

4% Southeast

13% Pikes Peak

47% Metro

11% North Central

10% Northwest

5% Northeast

Value	Percent	Responses
Metro	46.8%	37
Northeast	5.1%	4
Northwest	10.1%	8
North Central	11.4%	9
Pikes Peak	12.7%	10
Southeast	3.8%	3
Southwest	5.1%	4
West Central	5.1%	4

Totals: 79

34. If you do not reside in Colorado, where do you reside?

ResponseID	Response
3	Montana
7	Michigan
10	Georgia
12	South Carolina
13	PA
17	Pa
18	Kansas
19	Florida
22	SC
24	Wisconsin
25	South Carolina
28	Kentucky
31	Utah
37	OR
38	Texas
43	Oregon
47	IL
48	Washington
54	Virginia
57	Wisconsin
59	Kansas
73	Ohio
77	TX

ResponseID	Response
82	Canada
86	Illinois
88	Pa
97	Illinois
98	CA
99	Texas
100	Texas
103	Illinois
104	KS
105	Washington, DC
107	Illinois
117	In Northern Virginia (outside of DC)
118	Minnesota
119	Oregon
120	New York
121	North Carolina
122	New Jersey
126	Wisconsin
134	Minnesota
136	Cleveland Heights, OH
144	Nevada
146	New Mexico
152	Illinois
155	Virginia

ResponseID	Response
166	South Carolina