

# **Western Plains Library System**

**“Connecting people to information  
and entertainment.”**

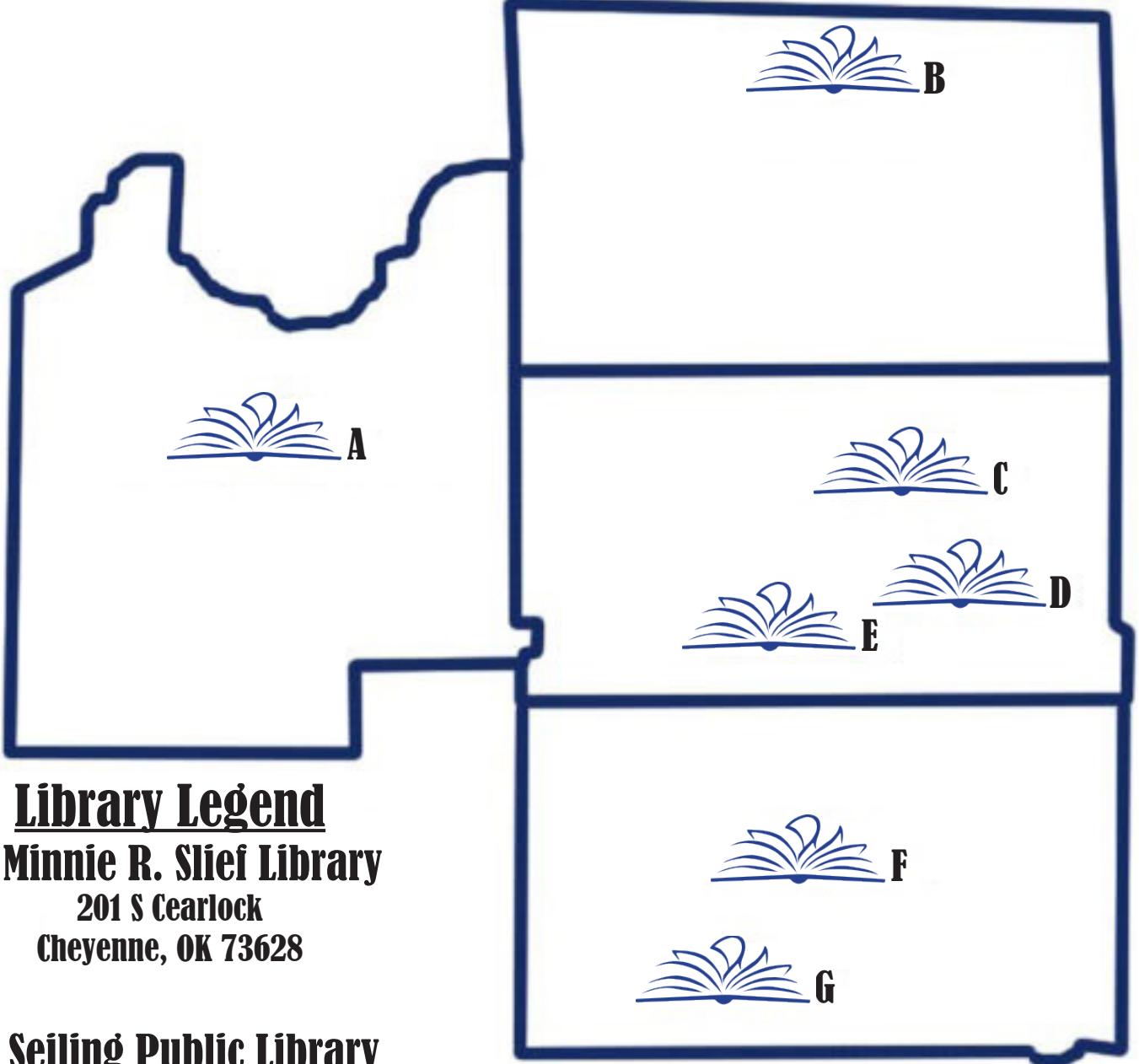
## **Strategic Plan 2021-2023**

**Compiled by Executive Director Tim Miller  
Approved by the Board of Trustees**

**[www.wplib.com](http://www.wplib.com)**

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**Library Legend**

**A) Minnie R. Slief Library**  
 201 S Cearlock  
 Cheyenne, OK 73628

**B) Seiling Public Library**  
 209 N Main Street  
 Seiling, OK 73663

**C) Hazel Cross Library**  
 111 W Broadway  
 Thomas, OK 73669

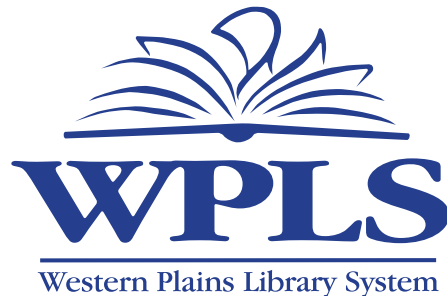
**D) Weatherford Public Library**  
 219 E Franklin  
 Weatherford, OK 73096

**E) Clinton Public Library**  
 721 Frisco Ave  
 Clinton, OK 73601

**F) Cordell Public Library**  
 208 S College  
 Cordell, OK 73632

**G) Sentinel Public Library**  
 210 E Main Street  
 Sentinel, OK 73664

**The Bookmobile services all four counties**



# WPLS Staff Members

**\*As of July 1st, 2021\***

## **Main Office**

<b>Tim Miller</b>	<b>Director</b>
<b>Misty Crider</b>	<b>Executive Assistant/ HR</b>
<b>Jamie Hudson</b>	<b>Collection Development Coordinator</b>
<b>Ruth Hernandez</b>	<b>Collection Development Assistant (ILL)</b>
<b>Charlotte Nance</b>	<b>Collection Development Assistant</b>
<b>Phillip Smith</b>	<b>Cataloger</b>
<b>Tara Jaronek</b>	<b>Circulation/Electronic Resources Coordinator</b>
<b>Jackie Kropp</b>	<b>Programs and Outreach Coordinator</b>
<b>Micaela Marquez</b>	<b>Marketing Representative</b>
<b>Kelly Metheny</b>	<b>Assistant Library Manager (Roving)</b>
<b>Heidi Teeter</b>	<b>Administrative Assistant</b>
<b>Ann Walker</b>	<b>Accounting Assistant</b>

## **Bookmobile**

<b>Cammy Hutcherson</b>	<b>Library Manager</b>
<b>Ernie Walker</b>	<b>Driver and Assistant Library Manager</b>

## **Minnie R. Slief Library, Cheyenne**

<b>Laura Garcia</b>	<b>Library Manager</b>
<b>Jenee Robinson</b>	<b>Library Assistant</b>

## **Clinton Public Library**

<b>Kathy Atchley</b>	<b>Branch Manager and Public Services Coordinator</b>
<b>Theresa Simmons</b>	<b>Assistant Branch Manager</b>
<b>Louise Maloy</b>	<b>Assistant Library Manager</b>
<b>Beverly Thomason</b>	<b>Assistant Library Manager</b>
<b>River Hill</b>	<b>Library Assistant</b>
<b>Jeni Corbridge</b>	<b>Library Assistant</b>
<b>John Nance</b>	<b>Library Assistant</b>

# WPLS Staff Members

## **Cordell Public Library**

**Rhonda Schmidt      Library Manager**

## **Seiling Public Library**

**Wanda Moldrup      Library Manager**

## **Sentinel Public Library**

**Nicole Huntzinger      Library Manager**

## **Hazel Cross Library, Thomas**

**Conner Kirk      Library Manager**

**Marilyn Crews      Assistant Library Manager**

**Ronda Rutherford      Library Assistant**

## **Weatherford Public Library**

**Tonya Baldwin      Branch Manager**

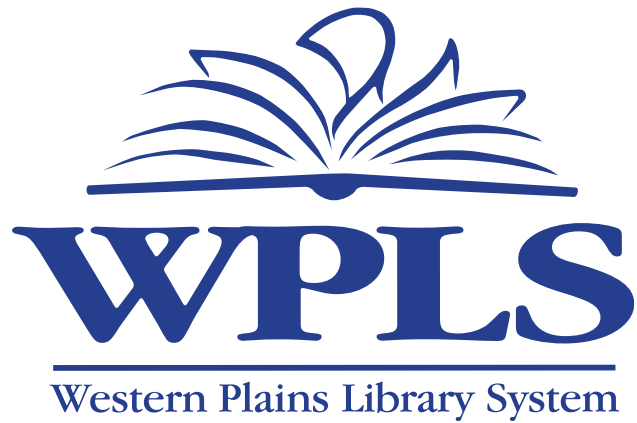
**Destiny Bishop      Assistant Library Manager**

**Jason Dibler      Assistant Library Manager**

**Paul Hierl      Library Assistant**

**Mona Jackson      Library Assistant**

**Derek Martinez      Library Assistant**



# **WPLS Core Values**

- **Providing Passionate Service**
- **Being Integrity Based**
- **Adventurous Thinking**

# **WPLS Mission**

**To connect people to information and entertainment through passionate service based on integrity and adventurous thinking.**

# WPLS Strategic Plan

## 2021-2023

**Western Plains' mission is to connect people to information and entertainment.  
This document will guide WPLS' progress towards executing this mission.**

### **Goal 1: Leverage WPLS' Expertise**

**Western Plains will constantly search for additional venues to deliver library services**

- a) Oversee development of partnerships with local schools in the WPLS service area
- b) Oversee development of partnerships with long-term residential life facilities
- c) Continue outreach services at tax-funded Head Start facilities
- d) Be open and perceptive to other expansion opportunities
- e) Continue long-term alignment with Western Oklahoma Literacy Council (WOLC)

### **Goal 2: Strengthen and Improve Existing Library Services**

**Western Plains will continue its high standard of excellence in delivering library services to the public.**

- a) Continue to budget funds to support bi-annual major author visits to Western Oklahoma
- b) Refresh and relaunch WPLS memorial program
- c) Continue deployment of on-line library card registration process (OBR)
- d) Continue to offer innovative library programming
- e) Continue to deploy select e-government services

## **Goal 3: Maximize and upgrade infrastructure**

**Western Plains will continue to find innovative ways to leverage its existing equipment and facilities while also continuing to seek areas of potential improvements to meet public needs.**

- a) Refresh digital signage equipment
- b) Evaluate branch furnishings for improvement and replacement
- c) Upgrade library meeting rooms to a more aesthetically pleasing and user friendly space
- d) Continue to deploy new hardware and software solutions to meet customer demand
- e) Consider remodel of existing library space to house WPLS video recording studio
- f) Purchase project management software in order to manage programming workflow
- g) Evaluate options for customer-use signage in branches
- h) Develop an inventory system for WPLS owned capital assets

## **Goal 4: Implement Necessary Improvements**

**Western Plains will continue to improve its internal policies and procedures to remove barriers and impediments to deliver excellent service.**

- a) Evaluate employee leave policies at WPLS
- b) Implement a plan to invest a portion of WPLS' operating cash reserve in local banks
- c) Develop an operating procedures manual for WPLS staff
- d) Develop a disaster planning policy for WPLS



## **Goal 5: Be the Best Place to Work**

**Western Plains will continue to employ the best available staff and provide them with the necessary tools to successfully execute their position priorities.**

- a) Continue to internally develop existing WPLS staff
- b) Continue to support staff in professional development
- c) Study circulation and usage patterns to determine branch staffing needs
- d) Consider hiring library consultant to conduct professional salary study
- e) Consider the feasibility of adding new staff in the next three years

## **Goal 6: Engage the WPLS Community**

**Western Plains will seek input from its active and potential customers as to what services the library should deliver.**

- a) Keep monitoring number of active cardholders with a goal of serving 1/2 of the available population by the end of 2023
- b) Explore feasibility of purchasing election-board mailing lists for WPLS marketing purposes
- c) Consider using consultant to conduct a survey of the WPLS survey area

# Appendix A: ALA Library Bill of Rights

The American Library Association affirms that all libraries are forums for information and ideas, and that the following basic policies should guide their services.

- I. Books and other library resources should be provided for the interest, information, and enlightenment of all people of the community the library serves. Materials should not be excluded because of the origin, background, or views of those contributing to their creation.
- II. Libraries should provide materials and information presenting all points of view on current and historical issues. Materials should not be proscribed or removed because of partisan or doctrinal disapproval.
- III. Libraries should challenge censorship in the fulfillment of their responsibility to provide information and enlightenment.
- IV. Libraries should cooperate with all persons and groups concerned with resisting abridgment of free expression and free access to ideas.
- V. A person's right to use a library should not be denied or abridged because of origin, age, background, or views.
- VI. Libraries which make exhibit spaces and meeting rooms available to the public they serve should make such facilities available on an equitable basis, regardless of the beliefs or affiliations of individuals or groups requesting their use.

Adopted June 19, 1939. Amended October 14, 1944; June 18, 1948; February 2, 1961; June 27, 1967; and January 23, 1980; inclusion of "age" reaffirmed January 23, 1996, by the ALA Council.

## Appendix B: ALA freedom to read statement

The freedom to read is essential to our democracy. It is continuously under attack. Private groups and public authorities in various parts of the country are working to remove or limit access to reading materials, to censor content in schools, to label “controversial” views, to distribute lists of “objectionable” books or authors, and to purge libraries. These actions apparently rise from a view that our national tradition of free expression is no longer valid; that censorship and suppression are needed to counter threats to safety or national security, as well as to avoid the subversion of politics and the corruption of morals. We, as individuals devoted to reading and as librarians and publishers responsible for disseminating ideas, wish to assert the public interest in the preservation of the freedom to read.

Most attempts at suppression rest on a denial of the fundamental premise of democracy: that the ordinary individual, by exercising critical judgment, will select the good and reject the bad. We trust Americans to recognize propaganda and misinformation, and to make their own decisions about what they read and believe. We do not believe they are prepared to sacrifice their heritage of a free press in order to be “protected” against what others think may be bad for them. We believe they still favor free enterprise in ideas and expression.

These efforts at suppression are related to a larger pattern of pressures being brought against education, the press, art and images, films, broadcast media, and the Internet. The problem is not only one of actual censorship. The shadow of fear cast by these pressures leads, we suspect, to an even larger voluntary curtailment of expression by those who seek to avoid controversy or unwelcome scrutiny by government officials.

Such pressure toward conformity is perhaps natural to a time of accelerated change. And yet suppression is never more dangerous than in such a time of social tension. Freedom has given the United States the elasticity to endure strain. Freedom keeps open the path of novel and creative solutions, and enables change to come by choice. Every silencing of a heresy, every enforcement of an orthodoxy, diminishes the toughness and resilience of our society and leaves it the less able to deal with controversy and difference.

Now as always in our history, reading is among our greatest freedoms. The freedom to read and write is almost the only means for making generally available ideas or manners of expression that can initially command only a small audience. The written word is the natural medium for the new idea and the untried voice from which come the original contributions to social growth. It is essential to the extended discussion that serious thought requires, and to the accumulation of knowledge and ideas into organized collections.

We believe that free communication is essential to the preservation of a free society and a creative culture. We believe that these pressures toward conformity present the danger of limiting the range

and variety of inquiry and expression on which our democracy and our culture depend. We believe that every American community must jealously guard the freedom to publish and to circulate, in order to preserve its own freedom to read. We believe that publishers and librarians have a profound responsibility to give validity to that freedom to read by making it possible for the readers to choose freely from a variety of offerings.

The freedom to read is guaranteed by the Constitution. Those with faith in free people will stand firm on these constitutional guarantees of essential rights and will exercise the responsibilities that accompany these rights.

We therefore affirm these propositions:

1. It is in the public interest for publishers and librarians to make available the widest diversity of views and expressions, including those that are unorthodox, unpopular, or considered dangerous by the majority. Creative thought is by definition new, and what is new is different. The bearer of every new thought is a rebel until that idea is refined and tested. Totalitarian systems attempt to maintain themselves in power by the ruthless suppression of any concept that challenges the established orthodoxy. The power of a democratic system to adapt to change is vastly strengthened by the freedom of its citizens to choose widely from among conflicting opinions offered freely to them. To stifle every nonconformist idea at birth would mark the end of the democratic process. Furthermore, only through the constant activity of weighing and selecting can the democratic mind attain the strength demanded by times like these. We need to know not only what we believe but why we believe it.

2. Publishers, librarians, and booksellers do not need to endorse every idea or presentation they make available. It would conflict with the public interest for them to establish their own political, moral, or aesthetic views as a standard for determining what should be published or circulated. Publishers and librarians serve the educational process by helping to make available knowledge and ideas required for the growth of the mind and the increase of learning. They do not foster education by imposing as mentors the patterns of their own thought. The people should have the freedom to read and consider a broader range of ideas than those that may be held by any single librarian or publisher or government or church. It is wrong that what one can read should be confined to what another thinks proper.

3. It is contrary to the public interest for publishers or librarians to bar access to writings on the basis of the personal history or political affiliations of the author. No art or literature can flourish if it is to be measured by the political views or private lives of its creators. No society of free people can flourish that draws up lists of writers to whom it will not listen, whatever they may have to say.

4. There is no place in our society for efforts to coerce the taste of others, to confine adults to the reading matter deemed suitable for adolescents, or to inhibit the efforts of writers to achieve artistic expression. To some, much of modern expression is shocking. But is not much of life itself shocking? We cut off literature at the source if we prevent writers from dealing with the stuff of life. Parents and teachers have a responsibility to prepare the young to meet the diversity of experiences in life to which they will be exposed, as they have a responsibility to help them learn to think critically for themselves. These are affirmative responsibilities, not to be discharged simply by preventing them from reading works for which they are not yet prepared. In these matters values differ, and values cannot be legislated; nor can machinery be devised that will suit the demands of one group without limiting the freedom of others. It is not in the public interest to force a reader to accept the prejudgment of a label characterizing any expression or its author as subversive or dangerous. The ideal of labeling presupposes the existence of individuals or groups with wisdom to determine by authority what is good or bad for others. It presupposes that individuals must be directed in making up their minds about the ideas they examine. But Americans do not need others to do their thinking for them.

5. It is the responsibility of publishers and librarians, as guardians of the people's freedom to read, to contest encroachments upon that freedom by individuals or groups seeking to impose their own standards or tastes upon the community at large; and by the government whenever it seeks to reduce or deny public access to public information.

6. It is inevitable in the give and take of the democratic process that the political, the moral, or the aesthetic concepts of an individual or group will occasionally collide with those of another individual or group. In a free society individuals are free to determine for themselves what they wish to read, and each group is free to determine what it will recommend to its freely associated members. But no group has the right to take the law into its own hands, and to impose its own concept of politics or morality upon other members of a democratic society. Freedom is no freedom if it is accorded only to the accepted and the inoffensive. Further, democratic societies are more safe, free, and creative when the free flow of public information is not restricted by governmental prerogative or self-censorship.

7. It is the responsibility of publishers and librarians to give full meaning to the freedom to read by providing books that enrich the quality and diversity of thought and expression. By the exercise of this affirmative responsibility, they can demonstrate that the answer to a "bad" book is a good one, the answer to a "bad" idea is a good one.

The freedom to read is of little consequence when the reader cannot obtain matter fit for that reader's purpose. What is needed is not only the absence of restraint, but the positive provision of opportunity for the people to read the best that has been thought and said. Books are the major channel by which the intellectual inheritance is handed down, and the principal means of its testing and growth. The defense of the freedom to read requires of all publishers and librarians the utmost of their faculties, and deserves of all Americans the fullest of their support.

We state these propositions neither lightly nor as easy generalizations. We here stake out a lofty claim for the value of the written word. We do so because we believe that it is possessed of enormous variety and usefulness, worthy of cherishing and keeping free. We realize that the application of these propositions may mean the dissemination of ideas and manners of expression that are repugnant to many persons. We do not state these propositions in the comfortable belief that what people read is unimportant. We believe rather that what people read is deeply important; that ideas can be dangerous; but that the suppression of ideas is fatal to a democratic society. Freedom itself is a dangerous way of life, but it is ours.

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This statement was originally issued in May of 1953 by the Westchester Conference of the American Library Association and the American Book Publishers Council, which in 1970 consolidated with the American Educational Publishers Institute to become the Association of American Publishers.

Adopted June 25, 1953, by the ALA Council and the AAP Freedom to Read Committee; amended January 28, 1972; January 16, 1991; July 12, 2000; June 30, 2004.