

Themes

The themes that will guide the CASS Women in Leadership (WiL) committee:

- * Communication & Engagement
- * Professional Learning
- * Research & Education
- * Mentorship
- * Partnerships & External Connection
- * Wellness

Terms of Reference

Significant updates to the CASS Women in Leadership (WiL) Committee 2024-25 Terms of Reference were finalized in April 2025, reflecting a strengthened focus on inclusive participation, leadership continuity, and accountability.

Notable changes include the adoption of a new voting structure, where any CASS-regulated member attending a meeting is now granted voting rights - an important step toward broader engagement. The updated Terms also formalize leadership roles with the introduction of annually elected Chair, Vice-Chair / Co-Chairs and emphasize alignment with CASS's strategic priorities. A new evaluation process has been implemented, featuring annual attendance tracking and formal reviews to assess the committee's ongoing viability. Enhanced communication mechanisms now require that meeting highlights be shared with the CASS CEO and posted publicly, ensuring transparency. These changes aim to support the continued growth and sustainability of the WiL committee and its mission to mentor, inspire, and amplify the voices of women leaders in Alberta's education system.

WiL Survey

Strengthening Inclusive Leadership Through Your Voice

The CASS Women in Leadership (WiL) Committee invites all system education leaders to participate in a short survey designed to deepen our understanding of the experiences and representation of women in leadership roles across Alberta. Open to all CASS members, the survey will help inform future professional learning, mentorship opportunities, and strategies that support inclusive and sustainable leadership development. Broad participation is essential to ensure diverse perspectives are reflected and to enhance our collective capacity as leaders serving diverse school communities. This initiative reflects CASS' ongoing commitment to fostering strong professional networks rooted in collaboration, shared expertise, and continuous learning. School authorities are encouraged to circulate this opportunity widely within their systems. We invite you to complete the survey today by accessing the link below:

Complete the Survey

<https://docs.google.com/forms/d/e/1FAIpQLSfTkkHoPi76DuN7MQB-zFB4jJM7wezjC4PKuZpklvfVutuGA/viewform>



Featured Resources

The Confidence Code

In *The Confidence Code*, journalists Katty Kay and Claire Shipman explore the science and psychology behind confidence, particularly as it relates to women in leadership. Drawing from neuroscience, expert interviews, and compelling personal stories, the book reveals why confidence is critical to success and why it can be more elusive for women. With practical, research-based strategies, Kay and Shipman offer readers tools to overcome self-doubt, challenge limiting beliefs, and develop a stronger sense of self-assurance. For anyone who has ever second-guessed their abilities, this book is an empowering read—reminding us that, as the authors write, “Confidence is the stuff that turns thoughts into action.”

Zone Updates

WiL updates will be provided by Zone representatives at Zone CASS meetings.

WiL is on Twitter

Join our membership in celebrating and promoting Women in Leadership. The WiL committee can be found on Twitter @CASSWiLalberta. Follow us as we continue to share stories of inspirational women

Resources

The committee will share research, stories of practice, recommended articles, and resources. If you have any recommendations, please forward them to: lothianc@holyspirit.ab.ca

The outcomes of the committee will be to: mentor, inspire, celebrate, and increase representation of female leaders in education in Alberta school authorities by:

- Providing inspirational and mentorship-based initiatives;
- Creating a collegial professional learning network for female system leaders to meet, learn from and support one another;
- Learning together with Indigenous women in education leadership positions;
- Promoting awareness of gender equity research.

Based on approval from the Board, the committee shall include two representatives from each zone and representatives from First Nations school authorities. Representatives shall be appointed for a term of two years and may be reappointed.

Committee Members 2024-2025

Co-Chairs: Catherine Coyne
Crystal Lothian

Past Chair: Katie Graham

Zone Representatives:

Lauri Goudreault (Zone 1)
Nancy Gorgichuk (Zone 1)
Catherine Coyne (Zone 2/3)
Corrine Thorsteinson (Zone 4)
Sigrid Solbach (Zone 4)
Kathleen Kostiuik (Zone 5)
Deneen Nolan (Zone 5)
Crystal Lothian (Zone 6)
Terri-Lynn Duncan (Zone 6)

Board Representative:
Krimsen Sumners

CASS Representative:
David Keohane - CEO