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# **LEGACY**

**TRANSFORMATION IN ACTION**

**Lateshia Woodley**

**Navigating the Slingshot: Reimagining  
Educational Leadership and Wellness  
in Times of Uncertainty**



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## Navigating the Slingshot: Reimagining Educational Leadership and Wellness in Times of Uncertainty

Dr. Lateshia Woodley, LPC, NCC,  
Chief Executive Officer,  
Dynamic Achievement Solutions,  
Atlanta, Georgia

In this current era marked by political volatility and profound institutional instability, educational leaders are increasingly called to navigate environments characterized by rapid change and uncertainty.

The dismantling of equity-driven federal education policies, coupled with significant budgetary constraints, poses existential challenges to the public education system. Within this context, school leaders must not merely serve as administrators but as transformational agents capable of fostering systemic resilience and institutional wellness.

This article offers a praxis-informed reflection on educational leadership during turbulent times, emphasizing the imperative to lead from within, and offers actionable insights for leaders committed to making a difference.



The conceptual metaphor of the slingshot, adapted from my book *Navigating Life Sling Shots and Leading From Within*, is not just symbolic - it is strategic. A slingshot, when pulled back, stores energy that, upon release, propels forward. Similarly, the adversity educational leaders face today can be harnessed as momentum for breakthrough innovations. From my journey growing up in Alabama, becoming a teenage mother and alternative education student to serving as a principal, assistant superintendent and now CEO of a global counseling and educational consulting firm, the slingshot serves as a lens through which we explore resilience, equity, and purposeful leadership.

### **Key Takeaway #1: Use Adversity as Acceleration**

Setbacks - be they political, financial, or personal - can be leveraged as accelerants for change. Rather than seeing obstacles as deterrents, leaders must ask, "What is this challenge preparing me for?"

During the COVID-19 pandemic, schools became more than instructional spaces; they transformed into lifelines. As the assistant superintendent of student support services, I led district-wide responses that redefined the role of schools: integrating trauma-informed practices, expanding mental health services, and embracing culturally responsive strategies. This moment illustrated that educational leadership must be holistic, equity-centered, and community-driven.

Today, we face a different kind of crisis - one shaped by political polarization, legislative constraints on curriculum content, rising mental health challenges, and widening resource gaps. Leaders are once again being stretched, as funding is slashed for social-emotional learning and culturally affirming programs, while community needs are rising. Applying the slingshot concept in this context means recognizing that every setback - whether it be book bans, staff shortages, or disenfranchised school boards - presents an opportunity to reimagine systems. Leaders must use this moment to advocate boldly, design support systems innovatively, and build coalitions that center equity. The question becomes not only "What is this challenge preparing me for?" but also "How can this challenge transform our institution for the better?"





## Key Takeaway #2: Redefine Leadership as Healing Work

True leadership is not just about metrics and mandates. It is about creating spaces where students and staff can heal, grow, and thrive. This requires reframing leadership through a wellness and justice lens.

Historically marginalized leaders, particularly Black women, often confront the dual burden of navigating systemic racism and gendered expectations. When I was cautioned against "legacy-building," despite documented success, it became clear that excellence in leadership can itself be seen as a disruption. Leaders must persist nonetheless - unapologetically.



Today, as debates over diversity, equity, and inclusion rage across school boards and state legislatures, leaders must act with clarity and compassion. Healing work in this era means standing firmly for inclusive policies, ensuring psychological safety for all students, and modeling vulnerability and authenticity in leadership practice. It requires actively resisting policies that invalidate student identities and advocating for

culturally sustaining pedagogy and trauma-informed care as essential - not optional - elements of school transformation.

## Key Takeaway #3: Your Lived Experience is Leadership Data

Every challenge survived, every barrier overcome, is a source of wisdom. Educational leaders must center their lived experiences as legitimate frameworks for decision-making and system design.

In today's climate, as student needs diversify and distrust in public education intensifies, leaders who have personally experienced adversity are uniquely positioned to craft responsive, equitable policies. Rather than concealing personal histories, leaders should share their journeys to model resilience and cultivate trust. Whether navigating underfunded districts or responding to increased student trauma, leaders must draw on empathy honed from experience to implement systems that affirm every learner's worth.

Institutional wellness is not optional - it is foundational. It must include reflective supervision, trauma-responsive policies, equitable workloads, and leadership pipelines that do not penalize caregiving or illness. If we expect educators to show up for students, systems must first show up for educators.

#### **Key Takeaway #4: Build Cultures of Collective Care**

Self-care cannot be the sole strategy. Educational systems must embed wellness into their operational fabric - from policy to practice.

As educators increasingly report high rates of burnout and secondary trauma, building cultures of collective care is a moral imperative. This means rethinking how time is used, who carries emotional labor, and what supports are truly accessible to staff. Leaders must push for systems where mental health days are normalized, peer support structures are funded, and compassion is codified into everyday operations.



Transformation is not theoretical. My work turning a dropout factory into a nationally recognized model school - with on-site healthcare, flexible schedules, and job training - demonstrates what's possible when leaders dream boldly and implement strategically. The outcomes were undeniable: graduation rates tripled, students secured employment, and community trust deepened.

### **Key Takeaway #5: Innovation Grows in Community**

No leader transforms a school alone. Visionary outcomes require community partnerships, student voice, and collective ownership.



In an era where polarization has eroded communal trust, fostering authentic relationships is more crucial than ever. Innovation rooted in community means co-constructing solutions with students, families, and staff - not for them. It means elevating student advisory boards, engaging local organizations in program design, and treating parents as partners rather than liabilities. By anchoring change in collective wisdom, leaders ensure sustainability and relevance in all they do.

However, the cost of transformation must also be acknowledged. The physical and emotional toll of leadership - especially when systems fail to support it - requires open dialogue and structural change. Work-life integration, not just balance, must become a norm. When my health faltered due to relentless overwork, it was a wake-up call: educators cannot lead effectively from depletion.

### **Key Takeaway #6: Sustainability Requires Boundaries**

Impact must be pursued in alignment with wellness. Burnout serves no one - not students, not staff, not systems.



Present-day challenges, including chronic staffing shortages and unrealistic performance expectations, make the need for boundaries even more pressing. Leaders must model healthy workload management, push back against unsustainable directives, and create cultures that respect time and humanity. Sustainability is not about doing less - it's about doing what matters most without losing ourselves in the process.

The metaphor of the slingshot is more than illustrative - it is instructional. Every moment of tension, every policy rollback, every misstep by governing bodies like the U.S. Department of Education, can be the pulling back that precedes a powerful release. But only if leaders are willing to reflect, recalibrate, and recommit.

### **Key Takeaway #7: Resilience is a Leadership Muscle**



We don't avoid the stretch - we master it. Resilience isn't about surviving chaos; it's about transforming through it.



In conclusion, educational leadership today demands more than technical expertise. It requires moral courage, authentic storytelling, and systems-thinking that centers community wellness. By embracing the slingshot - not resisting it - leaders can launch themselves and their schools into futures grounded in justice, equity, and human dignity.

Let this be a call to those navigating the chaos: lead from within. Let your setbacks shape your strategy. Let your story power your leadership. Let your schools become sanctuaries for both learning and healing. And when the world pulls back, be ready to soar.



*Lateshia Woodley is a turnaround leader helping to bring about positive changes in some of the lowest performing schools in Georgia and Missouri. She is CEO of **Dynamic Achievement Solutions, LLC** an International Counseling & Educational Consulting Firm where she is helping leaders transform schools around the world and working to develop trauma informed communities around the country. She is the author of four books on this important work, including **Navigating Life's Sling Shots & Leading From Within: A Woman's Leadership Journey**.  *

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