

Dr. Toni Lehman

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PROFESSIONAL PROFILE

Results-driven Educational Leader with 27 years of experience in district-wide administration, curriculum development, and K-12 operations. Expertise in strategic planning, stakeholder engagement, and team building to foster collaborative, inclusive school cultures. Proven ability to enhance academic programming, secure multi-million-dollar grants, and establish innovative programs like New Jersey's third Recovery High School. Successful in data-driven decision-making, policy implementation, and community relations, with a track record of leading schools to NJQSAC High Performing status along with expanding dual credit offerings, Early College, and AP offerings.

Core Expertise

Educational Leadership | Strategic Planning | Curriculum Development | Stakeholder Engagement | Team Building | Staff Development | Grant Acquisition | Fiscal Management | Instructional Oversight | Program Implementation | Data-Driven Decision Making | Policy Implementation | Collaboration with District Leaders | Crisis Management | School Culture Enhancement | Public Speaking | Mentorship & Leadership Development | Student Achievement Initiatives | Program Evaluation | Community Relations

Technical Expertise: PowerSchool | OnCourse | iObservation (Marzano) | NJ Homeroom | AppliTrack | Scripps

SKILLS PROFILE

- **Strategic Leadership:** Led the establishment of the Early College Program and 33 Dual Credit course offerings in partnership with Atlantic Cape Community College and Stockton University.
- **Program Development:** Spearheaded Middle Township's first Naval Cadet Program and secured approval for career-based programs in Family and Consumer Science, Naval Cadet, Video, and Radio Broadcasting.
- **Academic Excellence:** Drove Middle Township School District to NJQSAC High Performing School status in 2019 and coordinated the Seal of Biliteracy Program and 17 AP course offerings.
- **Operational Oversight:** Directed strategic planning initiatives in 2020, 2014, and 2024, overseeing key district programs like the Martin Luther King Afterschool Homework Program, serving 75 students.
- **Innovative Leadership:** Serve as Director of Coastal Preparatory Recovery High School, one of New Jersey's only three recovery high schools.
- **Collaboration & Stakeholder Engagement:** Work closely with district leadership, including the Superintendent and Business Administrator, to ensure alignment across all school programs and operations.
- **Team Building & Community Relations:** Adept at fostering cohesive teams and engaging with community stakeholders, public officials, and business leaders to drive district success.
- **Mentorship & Professional Growth:** Serve as a role model for colleagues and students, encouraging advanced education and professional development.

EDUCATION AND PROFESSIONAL DEVELOPMENT

Master in Clinical Mental Health Counseling | Grand Canyon University, Phoenix, AZ • Expected Graduation Date: 2025

Doctor of Education in Educational Leadership (GPA: 4.0) | Walden University, Minneapolis, MN • 2015

Master of Arts in Educational Administration (GPA: 4.0) | Rowan University, Glassboro, NJ • 2004

Bachelor of Arts in Elementary Education | University of Scranton, Scranton, PA • 1998

Certifications

Certification in Applied Educational Neuroscience (GPA: 4.0) | Butler University, Indianapolis, IN • 2020

New Jersey School Administrator Standard Certification • 2019

New Jersey Principal/Supervisor Standard • 2004

New Jersey Middle School Literacy Teacher • 2004

New Jersey Elementary Teacher • 1999

PROFESSIONAL EXPERIENCE**ADMINISTRATIVE ROLES:**

Middle Township School District, New Jersey • 2022 – Present

ASSISTANT SUPERINTENDENT OF CURRICULUM AND INSTRUCTION

- Provide leadership in curriculum development, implementation, and instructional improvement across the district.
- Collaborate with the Superintendent, Business Administrator, and Director of Student Services to optimize school programs and operations.
- Foster team cohesion and a collaborative district culture among faculty, staff, and the community.
- Spearheaded strategic planning initiatives for district-wide advancements, including program approvals and CTE offerings.

Coastal Preparatory Recovery High School, NJ • 2019 – Present

EDUCATIONAL DIRECTOR OF INSTRUCTION

- Oversee the instructional program for one of New Jersey's only three recovery high schools, serving students recovering from substance use disorder.
- Lead curriculum development and ensure alignment with state standards while addressing the unique needs of students in recovery.
- Secure and manage ongoing grant funding (\$500,000 annually) to support the school's operations and programming, demonstrating strong fiscal management and grant-writing expertise.
- Collaborate with district leaders, social services organizations, and community stakeholders to ensure a supportive educational environment for at-risk students.

Middle Township School District, New Jersey • 2016 – 2022

DIRECTOR OF CURRICULUM AND INSTRUCTION

- Directed curriculum review and implementation to align with state and federal guidelines, ensuring academic excellence.
- Launched AP and dual credit programs, significantly expanding advanced learning opportunities for students.
- Introduced Naval Cadet and CTE programs, offering students hands-on vocational training and leadership development.

Middle Township School District – New Jersey • 2013 – 2016

MIDDLE SCHOOL PRINCIPAL

- Spearheaded ongoing curriculum development and evaluation, ensuring alignment with district goals and educational standards. Made necessary adjustments to the curriculum to address evolving educational needs at the building level.
- Collaborated with district administrators to assess and recommend improvements to district-wide programs and services.
- Approved and communicated recommendations to district leadership regarding curriculum improvements.

Earlier Administrative Roles:

MIDDLE SCHOOL ASSISTANT PRINCIPAL – Middle Township School District, New Jersey • 2011 – 2013

INSTRUCTIONAL SUPERVISOR – Middle Township School District, NJ • 2006 – 2011

Earlier Teaching Roles:

MIDDLE SCHOOL ENGLISH TEACHER – Middle Township School District, New Jersey • 2001-2011

ELEMENTARY TEACHER GRADES K & 2 – Elizabeth and Pleasantville, NJ • 1998-2001

OTHER EXPERIENCE**HIGHER EDUCATION ROLES**

Adjunct Professor of Educational Leadership – Grand Canyon University, Phoenix, AZ 2024 – Present

Adjunct Mentor – Atlantic Cape Community College, Mays Landing, NJ 2023 – Present

Chairperson for Doctoral Student Dissertation – Temple University, Philadelphia, PA 2023 – Present

Adjunct Supervisor of Field Placement Students – Stockton University, Galloway, NJ 2022 – Present

Senior Adjunct Professor of Psychology – Atlantic Cape Community College, Mays Landing, NJ

2020 – Present

MENTORSHIP ROLES

NJ SCHOOL ADMINISTRATOR RESIDENCY PROGRAM (SARP) MENTOR to Assistant Superintendents, NJ • 2024 – Present

- Serve as a key mentor for Assistant Superintendents, providing guidance on leadership development, decision-making, and district-level responsibilities.
- Advise mentees on how to navigate complex administrative tasks such as budget planning, curriculum implementation, and stakeholder engagement, ensuring that they are well-prepared for higher leadership positions.
- Facilitate professional growth by offering insights on best practices in strategic planning, personnel management, and instructional oversight.
- Collaborate with the NJ Department of Education to ensure the mentorship program aligns with state goals and leadership standards, helping to cultivate future educational leaders across the state.

NJ LEADER TO LEADER (L2L) ADMINISTRATIVE MENTOR to Aspiring Administrators – NJ • 2020 – Present

- Deliver one-on-one mentoring to aspiring school administrators, guiding them in the areas of curriculum development, instructional leadership, and school improvement planning.
- Assist mentees in developing skills necessary for effective school administration, such as staff management, policy implementation, and fostering a collaborative school culture.
- Lead discussions on current educational trends, policy changes, and leadership strategies, helping aspiring administrators stay informed and prepared for challenges they may face in leadership roles.
- Promote a growth mindset and professional learning through reflective practices, ensuring that mentees are continuously developing their leadership capabilities.
- Support aspiring administrators in creating actionable plans for professional growth, focusing on the transition from teaching to administration and preparing them for successful careers as educational leaders.

AWARDS & RECOGNITION

2019 - 2024 Grant Recipient: Received a yearly \$500,000 grant to fund Coastal Preparatory Recovery High School, serving students across the seven southern counties of New Jersey.

2017 - 2019 Grant Recipient: Awarded a \$500,000 grant to plan and launch New Jersey's third Recovery High School, Coastal Preparatory Recovery High School, providing vital services for students recovering from substance use disorder.

2019 - New Jersey Preschool Expansion Grant Recipient: Secured funding to open full-day preschool classrooms, expanding early childhood education opportunities in the district.

2010 - Teacher of the Year: Recognized for outstanding teaching performance at Middle Township Middle School, demonstrating excellence in instructional leadership and student engagement.

PROFESSIONAL MEMBERSHIPS

New Jersey Association of School Administrators (NJASA)

American Counseling Association (ACA)

KEY PRESENTATIONS

Professional Development Presentation – Middle Township School District, 2019

Social Emotional Learning Movement in Schools: Trauma-Informed Practices, Restorative Discipline, and Neuroplasticity

Educational Neuroscience Presentation – Butler University, 2019

A Comparison of Neurotherapeutic Practices in 12-Step and SMART Recovery Programs and their Correlations to Effective Treatment Outcomes

Doctoral Dissertation Presentation – Walden University, 2015

Teachers' Perceptions on Using Student Data Related to a Professional Development Module

Program Presentation – 3rd Annual New Jersey Network to Close the Achievement Gap, 2017

Strategic Previewing: Acceleration Program Using RTI to Address the Needs of At-Risk Students