



# The King's Daughters' School

The King's Daughters' School,  
Senior Director of Programs  
Columbia, TN

**“Challenging, Empowering, Loving”**

## History and Mission

The mission of The King's Daughters' School (“KDS”) is to permanently and positively change the trajectory of the lives of individuals with intellectual disabilities and autism. KDS accomplishes this by promoting independence through educational, residential, and community services, continuing a 100-year legacy of service.

KDS prides itself as a leader in many areas. Nationally, KDS has attained several impressive distinctions. Locally, the organization boasts an exceptional reputation, thanks to its position as a long-term employer whose 200 staff members are encouraged to be active in the community.

With a capacity of 120 students from across the US and abroad, KDS offers co-ed programming designed by age and developmental need. Students participate in a comprehensive living and learning experience, including academic learning, daily living skills, work-based learning, leisure and recreational activities, behavioral analysis and modification, and social/adaptive learning.

The King's Daughters' School is a non-profit organization that prioritizes strategic and continuous improvement, as evidenced by recent the implementation of new employee engagement programs and an internally developed vocational training curriculum, implemented with community partners.

The Program Director provides leadership to department heads who supervise and implement programming that meets these high standards of excellence. You have an opportunity to permanently change the trajectory of the lives of people with developmental disabilities. Please learn more about us and explore the opportunity to join us in this impactful work: <https://www.tkds.org/>

## The Opportunity and Requirements of the Position

The Senior Director of Programs oversees programmatic Department Heads who (along with their assistants and staff) implement programming for students: The Principal, Residential Director, Center for Autism Director, and Recreational Therapist. The Senior Director of Programs reports to the Executive Director and has responsibility for these essential functions:

- Advance the KDS mission and legacy by leading department heads to implement high-quality educational, residential, and recreational services
- Motivate, evaluate and mentor a strong and cohesive team of Department heads
- Empower direct reports to troubleshoot and problem-solve, including emergency situations

- Lead direct reports to operate in a way that is compliant with licensing and accrediting agencies, while respecting the individuality and needs of students and their families
- Promote the organization's employee engagement framework, helping ensure that department heads implement a quality employee experience for their staff members
- Work cooperatively with the other members of the Senior Leadership Team, mitigating risk and charting a path toward organization-wide strategic initiatives
- Serve as a member of internal leadership teams, including Performance and Quality Improvement (PQI) Team and Treatment Teams
- Be on-call (and available in-person as needed), with other Senior Leadership staff members, in emergencies

**The Following Personal and Professional Characteristics of the Position are Key:**

- A management style characterized by inclusiveness, sensitivity, humor and flexibility balanced with appropriate decisiveness, accountability and delegation
- A demonstrated capacity to communicate orally and in writing with tact, consistency, clarity and inspiration with various stakeholders
- The ability to think and act quickly and decisively in the event of an emergency.

**Credentials and Experience:**

- Bachelor's Degree
- Experience in the care of vulnerable or needy populations, with a strong preference for experience in a residential setting
- Proven record of desire for and success in learning, growing, and adapting to best practices in leadership and in their professional field

**An Invitation to Apply**

The Senior Director of Programs will be expected to assume responsibility in Spring 2025. The cash compensation and benefit package will be competitive, similar to what Senior Directors of Programs of similar organizations in the region earn.

Please provide a CV, Cover Letter, Statement of Philosophy and three references. Electronic submission is preferred. Inquiries are strictly confidential and should be directed to:

**John C. Littleford, Senior Partner, Littleford & Associates: [John@JLittleford.com](mailto:John@JLittleford.com)**



**The King's Daughters' School is an Equal Opportunity Employer**