\_\_\_\_\_\_\_ Pool

Lifeguard Evaluation Form

#### Name of Lifeguard: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Period covered by this evaluation: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

The evaluation process should result in clear understandings of strengths and weakness, and should lead to the establishment of a program so that weak areas can be improved and strengths built upon.

Performance Indicators: 1=Unsatisfactory 2=Marginal 3=Satisfactory

4=Good 5=Excellent

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Performance Factors** | Qualifications | **1** | **2** | **3** | **4** | **5** |
| Job Knowledge | Has an understanding of all phases of his/her work |  |  |  |  |  |
| Lifeguarding Skills | Demonstrates competency in lifeguarding skills and techniques |  |  |  |  |  |
| Development | Participation in in-service training and staff meetings |  |  |  |  |  |
| Cooperation & Attitude | Ability to work with others and carry out instructions |  |  |  |  |  |
| Attendance | Consistency in avoiding absenteeism and tardiness. Finds a substitute if absent |  |  |  |  |  |
| Dependability | Works conscientiously according to instructions |  |  |  |  |  |
| Judgement | Ability to handle emergency situation when they arise |  |  |  |  |  |
| Patron Relations | Is courteous, professional, alert, and tactful |  |  |  |  |  |
| Rules Enforcement | Applies rules and regulations with consistency |  |  |  |  |  |
| Initiative | Applies to act on his/her own and take the lead |  |  |  |  |  |
| Appearance | Is clean and wears appropriate uniform |  |  |  |  |  |
| Overall Work Performance | Evaluation of individuals performance during evaluation period |  |  |  |  |  |

Supervisor comments:

Lifeguard comments:

Lifeguard Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_

Supervisor Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_

Signature of lifeguard indicates that this evaluation was seen and reviewed by the lifeguard but does not imply agreement.