



*Embrace the Spirit • Vivez l'esprit*

# AQUATIC SERVICES DIVISION LIFEGUARD OBSERVATION

Lifeguard Observed	Time	Pool
Date	Weather (If applicable)	Lifeguard Position/Location

The lifeguard demonstrated each standard as identified:

	(Needs improving) NI	Zone Description:
YES		
<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	Wearing uniform, fanny pack, fox 40 etc.
<input type="checkbox"/>	<input type="checkbox"/>	Choice of position adequate for sightlines, patron activity, glare etc.
<input type="checkbox"/>	<input type="checkbox"/>	Appears engaged in providing constant, effective visual contact with the entire zone
<input type="checkbox"/>	<input type="checkbox"/>	Appropriate scanning techniques used to sweep their zone ie: side-to-side, front-to-side, top-down, bottom-up. (including blind spots)
<input type="checkbox"/>	<input type="checkbox"/>	Follows the 10-20-30 rule <small>10 sec zone sweeps 20 seconds to get anywhere in your zone Global sweep every 30 seconds</small>
<input type="checkbox"/>	<input type="checkbox"/>	Remains alert and attentive. Did not permit distractions to inhibit effective surveillance.
<input type="checkbox"/>	<input type="checkbox"/>	Monitoring patrons actions and behavior, practicing prevention and response as required
<input type="checkbox"/>	<input type="checkbox"/>	Effective communication with fellow lifeguards, use of radios, hand signals, whistles etc.
<input type="checkbox"/>	<input type="checkbox"/>	Provides proper "shift to cover" during situation handling (if demonstrated)
<input type="checkbox"/>	<input type="checkbox"/>	Lifeguard maintains a consistent professional image and is rescue ready
<input type="checkbox"/>	<input type="checkbox"/>	Lifeguard appears friendly and approachable sustaining positive rapport with the patrons

Recommendations/Comments:

Head Instructor Guard (Print & Signature)	Lifeguard (signature)	Pool Supervisor (signature)
---	-----------------------	-----------------------------

# **AQUATIC SERVICES DIVISION LIFEGUARD OBSERVATION**

## **Guidelines for Use**

### **What is the Lifeguard Observation?**

The Lifeguard Observation sheet is a tool to provide timely, constructive feedback to Lifeguards in the workplace. The purpose of the observation is to identify positive behaviors, lifeguarding practices and techniques, and effective interaction with co-workers and the general public. The goal is to provide information to the Lifeguard on ways to further advance their Lifeguarding skills and contribute to a safe and fun aquatic experience for the patrons we serve.

### **When is the Lifeguard Observation Used?**

The Lifeguard Observation is used by an Evaluator (Head Instructor Guard or Pool Supervisor) during the time the Lifeguard is on duty. The observation is done independently by the Evaluator from a distance so as not to distract the Lifeguard on duty.

Observations should cover a full 10 - 15 minutes or a position change in the rotation.

Lifeguard Observations should occur twice a year for each Lifeguard and in advance of the annual performance reviews.

### **Recording Recommendations**

Evaluators are to keep the comments in a positive manner as this is not a formal evaluation. Areas of concern, that are not safety violations, should be presented as an area that needs improvement.

Confirmation of correct actions and interactions are encouraged to reinforce good work performance and public interaction.

### **Debriefing**

When the Lifeguard is off duty, the Evaluator takes a brief 5 minute meeting to review the observation with the Lifeguard. Debriefing should occur in an area removed from the public and other staff to respect the privacy of the conversation.

### **Safety Violations**

Any safety violations observed are to be addressed immediately. Safety violations are recorded in accordance with the Performance Tracking form.

### **File**

Signatures on the Lifeguard Observation form indicate that the debriefing has occurred.

All forms are to be submitted to the Pool Supervisor for safe filing and future reference.

Forms should not be shared with anyone other than the Lifeguard and Evaluator.