

LIFEGUARD EVALUATION FORM

Name of Lifeguard: _____

Period covered by this evaluation: _____ to _____

The evaluation process should result in clear understandings of strengths and weaknesses 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 duties					
Lifeguarding Skills	Demonstrates competency in lifeguarding skills and techniques.					
Development	Participation in in-service trainings and staff meetings.					
Cooperation and Attitude	Ability to work with others and carry out instructions.					
Attendance	Consistency in avoiding absenteeism and tardiness. Secures a substitute if absent.					
Dependability	Works conscientiously according to instructions.					
Judgment	Ability to handle emergency situations when they arise.					
Patron Relations	Is courteous, professional, alert, and tactful.					
Rules Enforcement	Applies rules and regulations with consistency.					
Initiative	Ability to act on his/her own and take the lead.					
Appearance	Is clean and wears appropriate uniform.					
Overall Work Performance	Evaluation of individual's performance during this evaluation period.					

Supervisor Comments: _____

Lifeguard Comments: _____

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

Supervisor Signature _____ Date _____

Lifeguard Signature _____ Date _____