



**3.4. Staff Supervision.** The District holds itself to a high standard of performance and therefore makes every effort to provide high quality support and supervision to its employees. Clear communication, respect for all and appropriate staff development are key to these efforts and every employee with a supervisory role is expected to personify those high expectations. Our chain of command runs from the District General Manager, to the Aquatics Manager to the Aquatic Coordinator(s), to Leads (if any), to Lifeguards, Front Desk Attendants and Instructors.

**3.4.1.** All supervisors or candidates for supervisory roles should have supervisory skills training and/or demonstrate the knowledge and ability to utilize best practices in personnel supervision prior to being hired for or promoted to a supervisory role.

**3.4.2.** With the exception of the District General Manager and District Clerk, all employees shall consider the Aquatics Manager to be their direct supervisor. When the Aquatics Manager is not available, the Aquatics Coordinator on duty is the shift supervisor. Employees are expected to respond to them as they would the Aquatics Manager.

**3.4.3.** Employees can expect the entire management staff to provide steady support, ongoing communication, professional development and general guidance and leadership. Supervisors are accountable for the performance of each employee they work with and are encouraged to give each employee their best effort, providing help whenever necessary.

