



	LEVEL 5 EXECUTIVE
LEVEL 5	Builds enduring greatness through a paradoxical blend of
	personal humility and professional will.
	EFFECTIVE LEADER
LEVEL 4	Catalyzes commitment to and vigorous pursuit of clear
	and compelling vision, stimulating higher performance standards.
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151/51 2	COMPETENT MANAGER
LEVEL 3	Organizes people and resources toward the effective and
	efficient pursuit of predetermined objectives.
LEVEL 2	CONTRIBUTING TEAM MEMBER
LEVELZ	Contributes individual capabilities to the achievement of
	group objectives and works effectively with others in a group setting.
15/514	HIGHLY CAPABLE INDIVIDUAL
LEVEL 1	Makes productive contributions through talent,
	knowledge, skills, and good work habits.



#### Remove Hazards

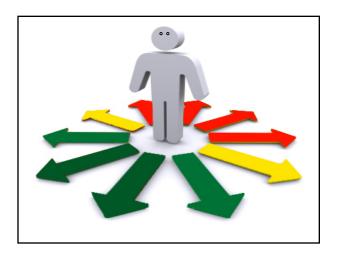
 The first task of supervision is the removal of any hazards. Inspection of the facility, the equipment, and the environment should be performed before any activity is allowed. Make a practice of scanning the area and be aware of any mat problems, tripping hazards, obstructions, etc. Pay special attention to walkways and traffic patterns between events. Set physical limits – Good physical limits should not exceed your ability to see and hear all that is going on.





### Field of Vision

 Best practices dictate that all participants are within the supervisor's field of vision at all times. In practical terms, the instructor/supervisor need to make a decision on how to provide direct supervision (teaching or spotting a skill) while maintaining indirect (visual and auditory) supervision. Typically the instructor / supervisor selects the activity with the highest risk and performs a closer and more direct supervision there while students perform independent of the supervisor's direct attention, but remaining within visual contact without turning around (USAG).





#### Clear Communications

 One key factor to maintain quality supervision is to set and explain expectations daily with your students prior to activity. With clear communication that each student understands, each group you instruct should be given a daily review of your standards along with performance expectations as well. Going over expectations may also help before each activity.





#### **Head Counts**

 Use a head count every few minutes to insure accountability. Position yourself so you can react quickly – It's hard to keep a group together (especially preschool or younger recreation classes). There always seems to be someone wandering off. It also makes it hard to be in the right place at the right time.





## Knowledge

 Know your activity and location in advance to limit any potential challenges to your supervision. Know the participants and be aware of any potential challenges or strengths they may have. Be aware of overconfidence that could result in a student exceeding their abilities and end with an injury.



Be aware of what is going on and what may happen.
 Many times we miss the signals of problems ahead. If we are aware of the group's or individual's moods we can step in to help steer the group in the right direction. A good supervisor recognizes potential problems and intervenes. Anticipate potential problem activities and adjust your supervision

accordingly.



### **Teach Safety**

• If possible, put the responsibility of supervision on the participants – Very rarely does this happen in a new group right from the start. It is even less likely for younger groups. It can work, however, if expectations are set from the beginning and then reinforced through out the program. It starts in small ways.



# You Are Responsible

Never leave the students unattended. At all times, every student should be within the supervisor's field of vision. Policies and procedures should be in place for any transfer of supervision. Students are the responsibility of the gym until they leave the property and supervision is transferred back to another authority (e.g. parent/guardian). Know your limits of supervision. If you have too many students to supervise properly, stop the activity and ask for assistance. A supervisor should never be alone with a child. Ask another employee or a parent to stay until the last child is picked up.

