

teach | play | love

NANNY MAGAZINE

July 2017



Being a
High-Profile
Nanny

Speech
+ Social
Development

Whose
Vacation Is It,
Anyway?

Montessori
Learning
at Home



The Education Issue

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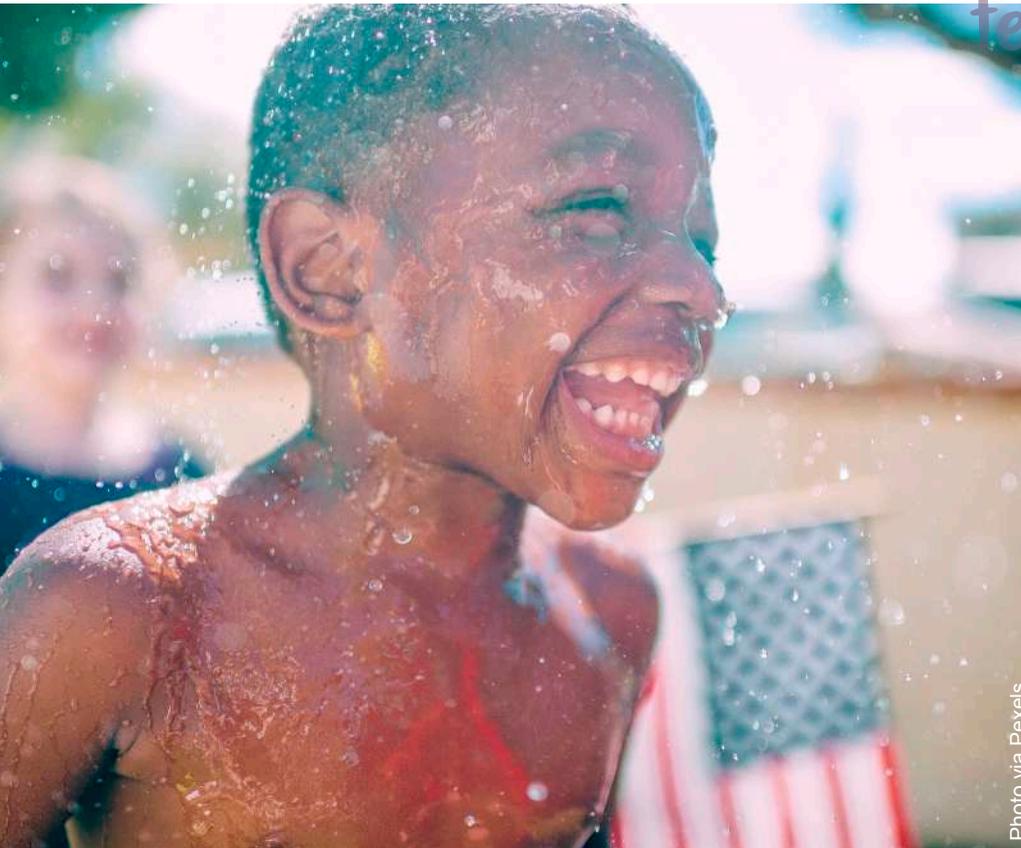


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Editor's Note

"Education is the most powerful weapon which you can use to change the world."- Nelson Mandela

As nannies, we are making a difference in the world every day by helping raise our charges. We offer guidance and help mold them into polite, respectful, compassionate little humans. Every day is filled with teachable moments.

What better theme for this issue of *Nanny Magazine* than education? We are nannies, but we are educators as well. This is what helps to set us apart from babysitters. We are able to offer our NannyFamilies one-on-one care. It is important that you are able to set yourself above the rest when interviewing with a new family and showing them what you have to offer. To that end, we have some great articles in this issue to help to enhance your skills and your career.

This issue features familiar names like Dr. Jess Richards, Candi Vajana, Guy Maddalone, JoAnna Becker, and more, as well as some new authors like Carol Abrams. Their work spans topics in our education theme with a few extras, like what it takes to work for a high-profile family. I might be biased, but I love this issue already and I really think you will too. There is something for everyone to help enrich our careers! Happy summer!

Love,
Amanda Duniyak, Editor-in-Chief

The Rise of Nanny Jobs + What That Means

By Haley Cook.



A current rise in the birth rate and the switch to one-on-one childcare means good things for people in the nanny business. According to Business Insider, job prospects are higher now than they have been since 2007. In 2014, the U.S. birth rate increased for the first time since 2007. Along with this, Business Insider and the June Jobs report state that the numbers of people employed in this industry are constantly rising.

In 2016, “The June Jobs report showed that the number of people employed in child day care services increased by 14,500 over the prior month. This was also a 4.5% increase over the prior year; the biggest yearly jump since September 2007.”

Much of this birth rate growth can be contributed to the number of millennials having babies in addition to the recession now being over in the United States. Nanny Micah Barber-Smith has experi-

enced these younger new families first hand. “My nanny friends work for a younger clientele than before and my NannyFamily is young as well,” said Barber-Smith. There are also more families realizing the benefits of one-on-one childcare, which is pushing the job market along. According to Care.com, not only does having a nanny provide learning experiences for a child, for many it logistically makes more sense. In an article on their website weighing the pros and cons of having a nanny, Care.com states, “Many nannies help with light housework, kid meals, or the chil-

dren's laundry.” This rise in childcare job opportunities can also mean a rise in fluctuation with competition and getting hired.

Why More People Are Choosing Nannies
Rachel Adkins, owner of Nashville Nanny Agency, says that she believes more people are using nannies now because good daycares can fill up quickly, and there are many benefits that can come from having one-on-one care for a child. “In Nashville, reputable daycares fill up fast and there are long waiting lists, which

have led to more people turning to in-home childcare,” said Adkins. “In-home care is typically more desired for many reasons, though, if cost is not a factor.” Micah Barber-Smith agreed. “I do believe families are realizing the significance of having one-on-one home care for their children,” said Barber-Smith. “Children with nannies tend to learn more before preschool, they’re more actively engaged socially, and they have a bond with another adult beside their parents.”

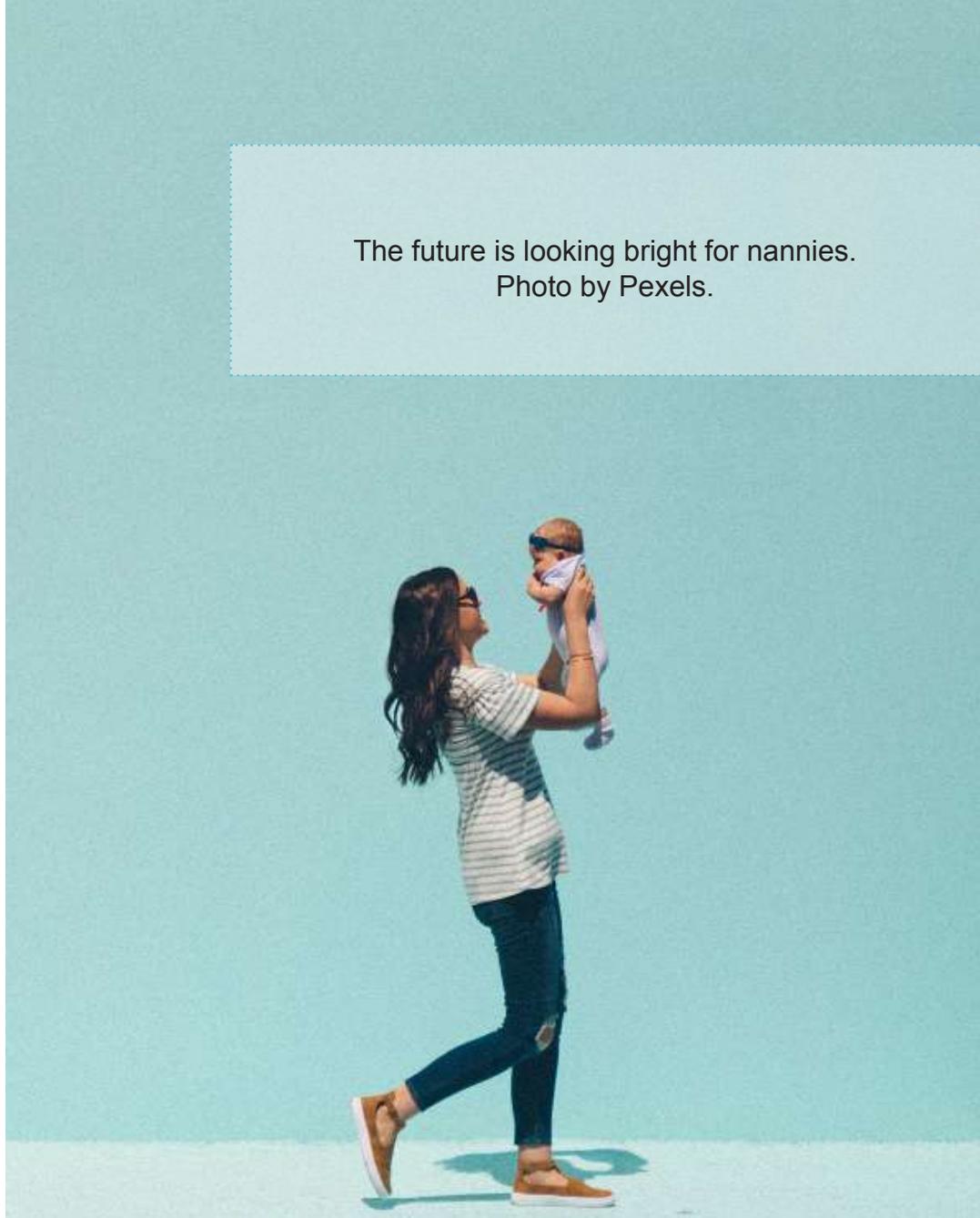
Parents are also realizing how it can take the stress off them from having to worry about their child during the day. “With a nanny at home, parents are less stressed about the whereabouts of their child and trust their child is getting the best care they can,” said Barber-Smith. Parent of twins Ellen Muth of Brownsburg, Indiana, found that with one-on-one care for her girls they were learning more than they would have been able to in a daycare setting. “They got so much interactive play and reading; there was a ton of learning and we are reaping the benefits of an ever-expanding vocabulary now,” said Muth.

What This Means for Getting Hired

These job openings have become an area of interest for new college graduates because of the high pay rate. “Most people find that if you are entering the workplace after school, nanny positions can pay as much, if not more, than some entry-level corporate positions,” said Adkins. With this, younger families, like millennials, may be more likely to hire less experienced nannies because their rates will not be as high as more seasoned nannies, creating some competition for jobs. “I will say, there is a competition when it comes to looking for weekend sitting gigs. The less experienced tend to get those jobs because their rate is cheaper and that seems to be more appealing to younger families,” said Barber-Smith.

While low prices tend to create some competition, that isn’t always the case. Experienced nannies are still preferred over those just starting out

The future is looking bright for nannies.
Photo by Pexels.



when it comes to older families. Ginger Swift, president of the Association of Premier Nanny Agencies, said that without the appropriate amount of experience, they cannot work with a candidate. “Most agencies like ours require a minimum of two years of experience, so if a younger nanny is looking for a job and doesn’t have that experience outside of her own family, we cannot work with her,” said Swift.

It can also be useful to go through online agencies, as the Internet is becoming what more families are turning to when looking for new nannies. However, this does not always go as planned and families may have to turn to an agency to

help them find a nanny.

“I think listing sites are pretty popular with the younger generation as they can peruse nannies on their own,” said Swift. “When things go awry or when they realize none of the candidates online are vetted or screened, they reach out to experts, like any of the APNA agencies, for help.”

The number of job opportunities and people employed are on the rise in childcare, creating both competition and opportunity. Getting your name out there on websites, through agencies, and making sure you get proper experience can make for a very successful, well-paying career in the nanny industry.

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P O E T R Y

Because the laughter of a child
can warm the bitter cold,
to lift spirits when all the while
stay thoughts of growing old,

Because the laughter of a child
brings feelings near to bliss,
and an inkling of a smile
bears humbling tenderness,

Because the laughter of a child
shows sincerity of truth,
with austerity so infantile
comes memories of youth,

Because the laughter of a child
is music to my ears,
a gentle swaying lullaby
recalls contented years,

Because the laughter of a child
embraces every heart,
and captures in us juvenile
never to depart,

Because the laughter of a child
is where it all begins,
Rather than a selfish guile
it brings happiness within.

By Dan Lucas.
Photo via Pexels.





8 things I learned as an education student (that I still use as a nanny)

Alyssa graduated with an education degree from Eastern Connecticut State University. See how she uses her education in her nannying career. You're probably using some of these tips and tricks too!

Take Advantage of the Teachable Moment

During play, your charge notices that his or her magnetic toy “sticks” to the refrigerator. This is a teachable moment. You’re not sitting your charge down for a science lesson about the way magnets work, but rather taking this opportunity during play to educate your charge on a new concept. You might further investigate by asking questions such as, “I wonder why that happens?” or “Do you think it will ‘stick’ to the carpet the same way?” Allow your charge to explore the world throughout their playtime and don’t forget to teach in the moment.

Stick to Routines

Whether it’s playing and napping or school and after-school sports, it’s likely your charge has a busy schedule. The more familiar your charge is with the daily routine, the more likely it is for the day to run smoothly. At any age, it’s best to avoid surprise changes to the daily schedule when possible.

Look It Up!

Children are full of curiosity when it comes to the way the world works. If a charge asks a question that you don’t know the answer to, suggest researching it together. Instead of changing the topic or leaving the question unanswered, work together to find a way you might be able to figure out the answer. Whether it involves looking up how to spell a word in the dictionary or googling “Why is the sky blue?” your charge can discover the answer he or she was looking for while learning what resources to refer to when answers are needed. You might just learn something new in the process, too!

Your Trash is Artistic Treasure

Although your used water bottles and cereal boxes might look like items for the recycling bin, think twice before tossing them! These items can be recycled into a day’s worth of creativity for your charge. With a little glue here and some sequins there, these items might just become musical instruments or homemade mailboxes for endless amounts of fun.

Stay Positive

Some days are more difficult than others. Instead of saying, “Don’t run!” or “Stop yelling!” make the state-

ment more positive by simply stating, “Please use your walking feet” or “Let’s use our inside voices.” Just by reducing the negativity, the situation may run more smoothly. It sounds nicer too!

Wording Is Everything

Your charge draws a very detailed picture of what appears to be a cow. Or is it a dog? Maybe a sheep? Sometimes we just aren’t sure what it is a child drew, but we know it has meaning to them. We might want to ask, “What did you draw?” but to your charge, it’s clearly a picture of his or her baby sister. When you ask a child what something is, you’re giving them the idea that they have been unsuccessful at portraying what they were attempting to accomplish on the paper. Instead, simply ask your charge to tell you about their



Photo via Pexels.

picture, which gives them the chance to explain what they drew and why, without them realizing you might not know what it is. This goes for pictures as well as block structures, written words, and anything your charge has created!

Kick the Praising Habit

Your charge shows you a painting he or she just finished. Your automatic response might be “I like the flowers!” or “Good Job!” It’s time to kick that habit. In responding in such ways, you are teaching your charge to rely on your evaluation of what is good or bad instead of feeling confident about their feelings without approval from you. When looking at that painting, simply state something that you notice about it or ask them

Sing, Dance, Move

It’s easy to take breaks by running around outside and getting the wiggles out, but what do you do on cold or rainy days? Get moving inside! Open up YouTube and search for some movement songs. Whether it’s dancing to the chicken dance, Macarena, or something new, get moving with your charge to keep the day active and fun!

-Nannies Ask-

By Stephanie Felzenberg (of Be the Best Nanny Newsletter)



Photo via Unsplash.

Dear Stephanie,

What are some fun summer activities to keep my very energetic charges busy this summer, without overheating in the hot weather?

Sincerely,
Sick of the Snow

10 | July 2017

Dear Sick of the Snow,

Summer is a great time to do things with your nanny kids that you don't have time to do during the school year. Be sure to plan scavenger hunts, take nature hikes, and go on picnics. On hot, sunny days, cool off by playing in sprinklers, taking a dip in the pool, or by visiting water parks, beaches, or lakes. Plan outdoor activities early in the day, when the temperature is cooler. On rainy or very hot days, be sure to visit indoor play spaces, libraries, and various children's museums.

Check out Pinterest and educational websites to create fun learning activities to prevent summer slide. Don't forget to meet friends at the zoo, playground, aquarium, or planetarium to keep energetic kids busy this summer. Hoping you have a lot of fun in the sun with the kids this summer!

Sincerely,
Stephanie Felzenberg



Easy & Delicious Summer Greek Chicken

Looking to reinvent grilled chicken, but don't want to add a lot of calories? Consider making this easy and fun simple Greek chicken recipe that is packed with protein and doesn't skimp on flavor.

Recipe and photo by Karen Nochimowski.

Ingredients:

- 2-3 lbs. bone-in chicken
- Juice of 2 lemons (or 1/3 cup lemon juice)
- 1/3 cup olive oil
- 1 cup chopped flat-leaf parsley, divided in half
- 2 tsp. Lawry's seasoning salt
- 3 cloves of chopped garlic

Directions:

1. Make the marinade by adding lemon juice, oil, 1/2 cup chopped parsley, and seasoning salt in a bowl.
2. Place chicken evenly around pan with the skin facing up. Then, pour 3/4 of the marinade over the chicken. Add the chopped garlic.
3. Bake uncovered at 400 degrees for one hour.

To serve:

Place the chicken on a serving dish and pour the remaining marinade over the chicken. Sprinkle with 1/2 cup chopped parsley.

Makes approximately six servings.

Tips:

1. You do not need to rinse chicken before baking, but to make for an easier cleanup, use a disposable pan and gloves.
2. The best way to extract the most juice from a lemon is to cut them in half and microwave for 30 seconds; the lemon will be easier to squeeze when warm.
3. If you prefer a crispier skin, broil the chicken during the last five minutes of cooking, until skin becomes browned.

Recipe courtesy of Momma Chef, bringing you fabulous recipes using less than six ingredients and under six minutes of prep time! Find more Momma Chef Recipes at www.mommachef.com.

Kids' Health with Dr. Jess

My 3-year-old charge tends to have frequent ear infections throughout the year. Should we be concerned about any long-term issues and what can we do to help prevent the recurrence?

Dr. Jess: Long-term issues can be a concern when ear infections are severe and frequent. One of the main concerns is hearing loss. If there is fluid in the middle ear, where sound is processed, a child may not be able to hear clearly. When your charge is unable to hear clearly, this can sometimes be confused with a behavioral problem. Also, with difficulty hearing, your charge can progress through their milestones more slowly, especially in speech.

Knowing what ear infections are can help prevent them. Ear infections are produced by a bacteria or virus that causes inflammation in the middle ear. Often this is due to another sickness, such as a cold. For example, if your charge gets a respiratory (lung) infection, the coughing causes swelling in the back of the throat. This swelling can block a structure called the eustachian tube. This tube's job is to drain the middle ear. Without drainage, the middle ear can fill with fluid and be contaminated by the germ that started the blockage, causing an ear infection. Children are more likely to get ear infections because their eustachian tubes are pointed flatter, instead of down like adults. This makes it easier for fluid to accumulate.

The best prevention for an ear infection is not getting sick in the first place. The best way to not get sick is by living a healthy lifestyle, such as washing hands, daily activity, plenty of sleep, and excellent nutrition. Chiropractic care has also been shown to decrease ear infections (Fallon). In my office, children are relieved from chronic ear infections regularly. By moving the top bone in a child's spine (gently and safely), swelling is decreased and nerve interference is reduced, allowing the middle ear to drain (Fallon). Pediatricians often prescribe antibiotics, but these should only be prescribed when the ear infection is known to be caused by a bacterial infection and should not be prescribed often (antibiotic resistant bacteria cause more problems). The last resort for chronic ear infections is surgery. The surgery is called myringotomy and this is when the ear drum is punctured and a tube is inserted to allow drainage. Although some children may need the surgery, like with all surger-



ies, there are risks as well. In all cases, different children benefit from different methods of care and it's up to the caregivers to decide what is best for each individual child.

Fallon, JM. *Journal of Clinical Chiropractic Pediatrics*. Vol 2, No. 2 1997 p.167-183.

Who is Dr. Jess?

Dr. Jessica Richards is a chiropractor specializing in maternity and pediatric care, not because she enjoys drool and other bodily fluids, but because she has a passion to ensure every child grows up to be as healthy as possible. She answers medical questions for readers of *Nanny Magazine*.

DISCLAIMER

This column should not be considered medical advice. Neither *Nanny Magazine* nor Dr. Jessica Richards assume liability for this content. Please consult your charge's pediatrician or other qualified healthcare provider, with permission from the child's parents or guardians, for professional medical advice.

Submit your question about pediatric health for consideration in the next issue.
Email info@nannymag.com.

PRODUCT REVIEW

FOODIE GEAR

By Amber O'Neal.

Make mealtime way more fun with cool foodie gear!

This article is partially sponsored with gear provided by BooginHead.

1. Munchkin Bowls

Set of 5 BPA-free bowls with fish patterns. Great for babies and young children! They are microwavable and can be washed on the top rack of the dishwasher. Find them at Walmart, Babies R Us, Buy Buy Baby, Target, and Amazon. Price varies upon location between \$3.50 and \$6.

2. OXO 2oz and 4oz Containers Set

BPA-free and top-rack dishwasher safe. You can use these containers to carry foods on the go, as well as storing food and baby purees. Safe to freeze, but do not bang it against anything while still frozen or thawing, as it will shatter. Find them at Buy Buy Baby and Amazon for \$19.99.

3. BooginHead Pop! Dinner Set

This is an awesome dinner set! I tried this out with a five year old and a six year old and they loved it! According to them, it's easy to use and fun! Easy to clean by hand or dishwasher. Look for it at Babies R Us for \$7.48.

4. BooginHead Pack'Em's

BPA-free, these containers are great for snacks and can be thrown into a bag or purse. Top-rack dishwasher safe, but super easy to clean by hand. Easy for little hands to open and eat from. You can find them at Amazon and Babies R Us for \$6.98-\$10.39.

5. Pottery Barn Kids Stainless Steel Classic Storage Set

This is a great set for school age kids! Dishwasher safe (top rack only) and refrigerator safe, but don't put it in the microwave! Each container can be bought separately. I used this set and I loved how easy it was to clean and pack lunch in. The only downfall is that as an adult, there was not enough room for the amount of food I eat. Find these at Pottery Barn Kids for \$39.50 (lunch box not included).

6. Contigo Water Bottles

These water bottles come in different sizes, colors, and patterns. They can be bought insulated or non-insulated. They come in packs of two or three, or they can be bought individually. Easy to use for all ages over one year old, and top-rack dishwasher safe as well as BPA-free. Prices vary (generally \$12-\$30) and they can be found at Walmart and Amazon.

7. Sassy 1st Foods Bowl with Spoon

A great bowl that comes with a top and spoon! The bowl is divided into two compartments that allows food to stay separate. It has a loop for the caregiver/parents to put their thumb in for easier holding during feedings. Top-rack dishwasher safe, find them at Amazon for \$7 and Buy Buy Baby for \$5.

8. Wilton 101-Piece Cookie Cutter Set

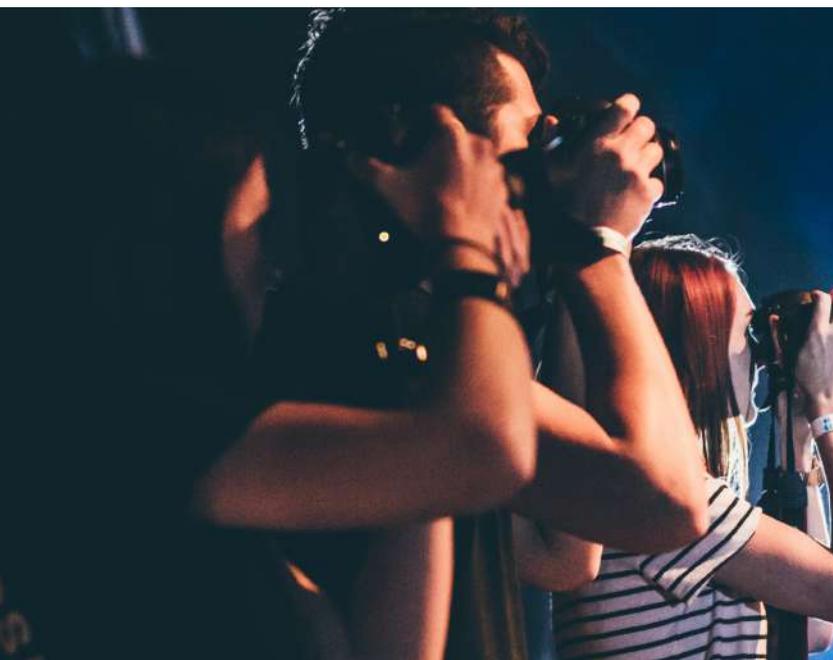
101 different shapes ranging from letters to numbers, sports, holidays, and more! Great for making cookies or even tracing and painting for crafts. Great fun for all ages! Hand wash only. You can find these at target.com for \$14.99.





What It Takes to Nanny for a High-Profile Family

By Carol Abrams.



In many ways, being a high-profile nanny/manny is unlike any other position you could ever accept. In other ways, it's exactly the same. You're responsible for your charges on a daily basis. You love them, you devote everything to them, you help raise them, and then you hand them back to their parents. I love being a high-profile nanny. For me, it's the perfect balance between my love of children and my love of adventure. But being a high-profile nanny is not for everyone. Some nannies won't want to give up the amount of their life that this side of our industry demands. Other nannies, although interested, will find that they aren't qualified for the positions, or that they don't meet the criteria that these families are looking for.

What do high-profile families look for in their nanny (or nannies!)? Well... a lot of things! Apart from the (hopefully) obvious—an incredible caregiver for their children—high-profile families often look for a few key traits.

Flexibility

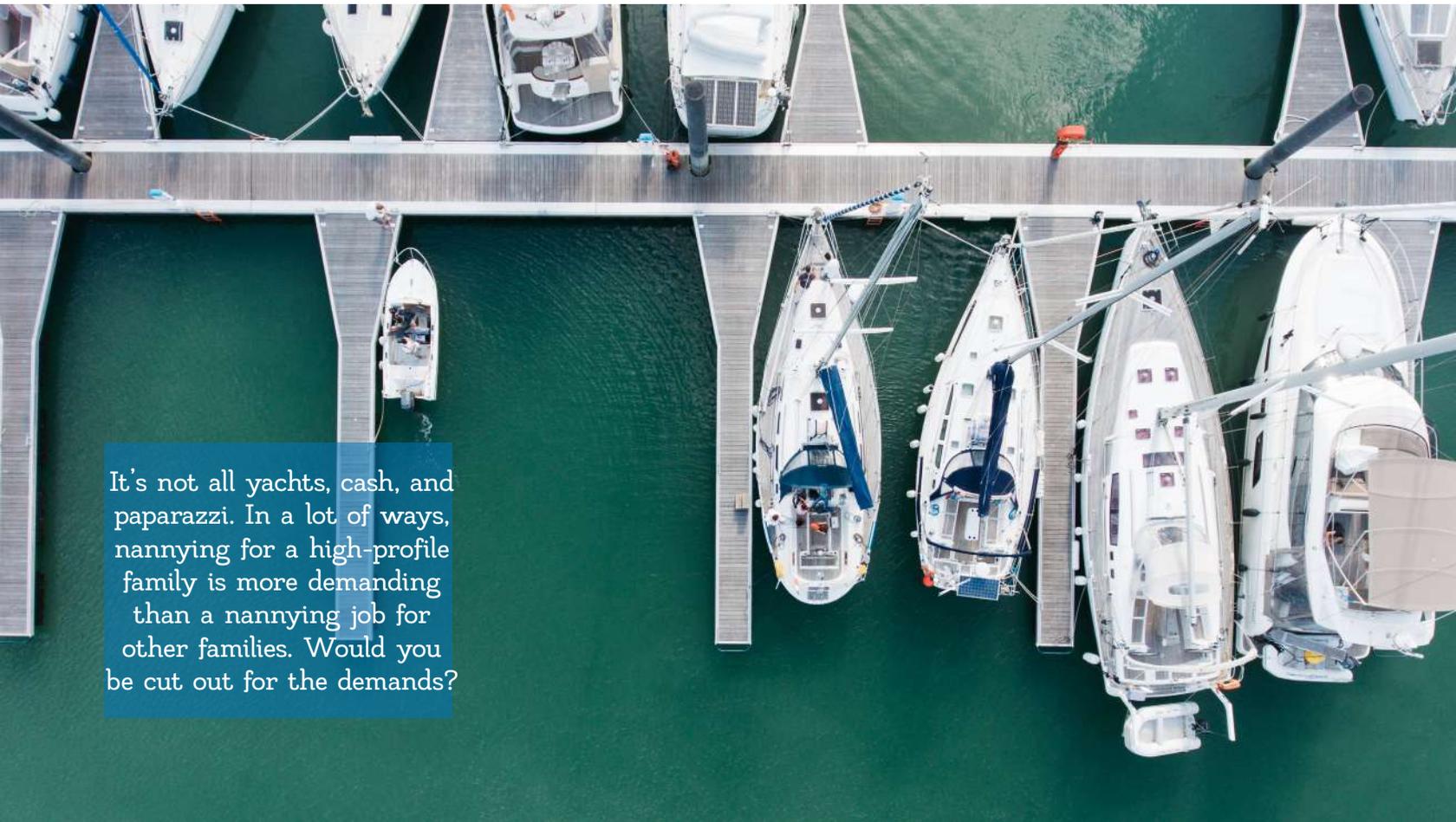
High-profile families need nannies who are willing to be flexible. Many of these families expect their nanny to be completely flexible. That means they are willing to drop everything at a moment's notice to meet the needs of the family. During my career, I have found out the morning of that I was (or wasn't) flying out of town that day. I have been told the night before my flight home (after being away for several weeks) that instead of going home, we would actually be leaving the country instead. I have packed for cold weather only to be taken somewhere hot (and vice versa). Most recently, I found out with less than 36 hours notice (18 of which I was scheduled to work) that we would not only be leaving four days earlier than originally

planned, but that we would be going to a completely different country than originally planned!

As a high-profile nanny, I have learned to always have a bag packed in my car, ready to go with the essentials I would need to tide me over until I could get to a store if I were to hop on a plane to any destination without time to go home and pack. My friends have learned that any plans we make are tentative, and that while I will do my best to follow through, we may have to reschedule, sometimes several times, when work plans change. My family has learned that I may or may not be home for the holidays, but that I will always keep in touch with them from wherever I happen to be. I am being paid to be extremely flexible, and therefore, work comes first (almost) always. Not all high-profile families expect this degree of flexibility, but many do and all look for a nanny who is willing to be flexible. Even if they don't have these big travel changes, there are always changes in their world and they need to know that their children are covered. Maybe they need you to stay a few hours past your scheduled time because their work day has run late. They might need you to stay overnight because they ended up flying out of town on business. Maybe, instead of the day you and your charges had planned, the parents need their children to come to a photo shoot or other event. Regardless of the exact circumstances, a nanny who can adapt quickly and keep their charge's world moving smoothly will fare much better than a nanny who gets stuck in their own routine and expectations.

Capable of Handling Anything

High-profile families tend to look for a "jack of all trades"



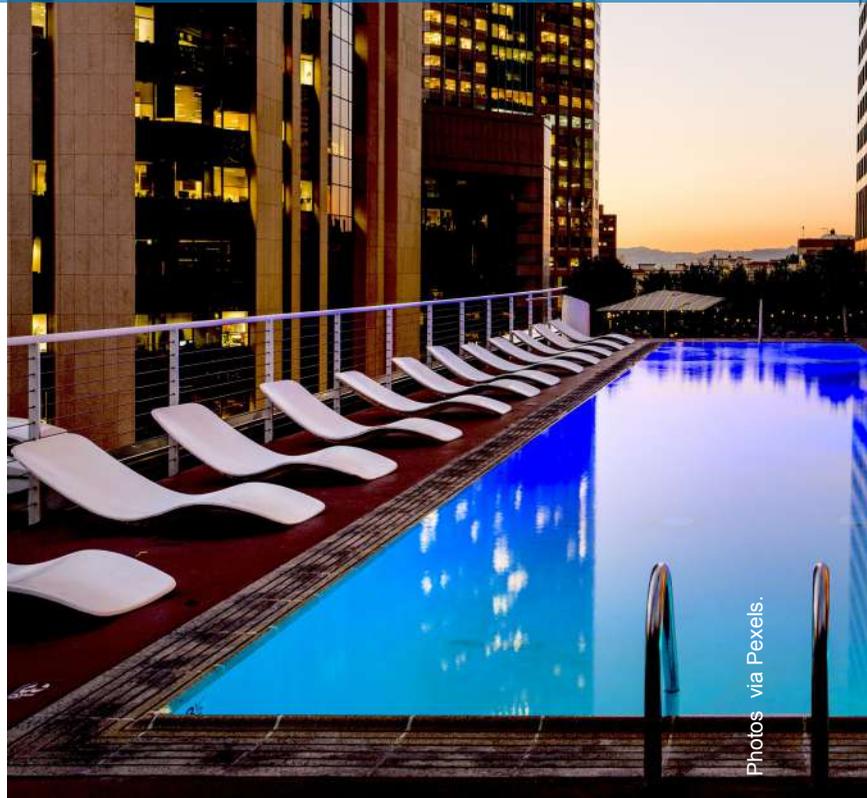
It's not all yachts, cash, and paparazzi. In a lot of ways, nannying for a high-profile family is more demanding than a nannying job for other families. Would you be cut out for the demands?

Carol Abrams is a nanny for a high-profile family. She's not telling who (way to honor your NannyFamily's privacy, Carol!).

who can be as full-charge as they need on any particular day. They need to know that no matter what the situation, you can take care of it. In these typically fully staffed households, you may not regularly be required to do laundry, go grocery shopping, plan large parties, or cook for the family, but they want to know that you can. Over the years, I've had to do all of these things (who else was given nine days last year to throw a Halloween party for over 150 guests? Just me?) and much more in my position as a high-profile nanny.

A Team Player (Who Knows Their Place)

High-profile families generally have well-staffed homes. There is the potential for you to be working with at least one other nanny/manny (I've previously worked on a nanny team of FIVE!), a house manager, assistant, housekeeper, laundress, gardener, security, chef, driver, etc. Not all families will have each of these. Some families may have more than one person in each position, or other employee roles that I haven't even included in this list! Each household will have its own specific hierarchy, and you need to adhere to it. Regardless of the exact make-up of the household staff, potential employers want to know that their new hire will be able to fit into the mold, simultaneously being able to help the team out whenever needed while still remembering and respecting their place in the household. High-profile families are not looking for drama or someone who is going to rock the boat. They're looking for an excellent caregiver for their children, whom they're comfortable having in their house.



Photos via Pexels.

Discretion

For high-profile families, privacy is everything. Therefore, they look for employees who have the utmost discretion and will maintain confidentiality in all matters. Do you like to post pictures of your nanny charges online? Not possible in these positions. In fact, you may not be allowed to take pictures at all! Do you like to tell your friends/family all about your day at work? Watch out because that's likely to go against the non-disclosure agreement you've signed (sometimes even before you interview with the parents themselves). As a nanny (especially if you work longer shifts), you will be privy to some of the family's most personal moments. Therefore, these families need to feel they can trust you to keep things private. Also, remember that this is a professional position. Leave any personal drama far outside your employer's home.

In addition to the above, high-profile families look for many of the same things other families (especially high net worth families) look for. What you can offer their children outside of a typical nanny's skills? Do you speak a foreign language? Are you a nutrition expert? Do you play a musical instrument or a sport? Can you tutor their children, or even homeschool them? The family is paying for top-notch care, and they want to know that you can provide it and more!



They need to know that no matter what the situation, you can take care of it.



Photo via Pexels.

Ask an Agency

Heather Beckman from Nicole's Nannies in Madison, New Jersey, answers our readers' tough questions in this issue.

Q: My NannyFamily asked me to go on a beach vacation with them for a week. What are some of the important details I should discuss before agreeing and can I decline if I don't feel comfortable?

A: One of the great benefits of being a nanny is that you can travel with your NannyFamily and explore new places you otherwise might never visit. Although you will be working for a majority of the vacation, you should still be able to have adequate down time to be able to relax, recharge, and explore. Before you leave for your trip, talk with your employer about your exact responsibilities while on the trip, how you'll handle discipline issues that come up, how the daily schedule will work, and anything extra you'll be expected to do. Your employer should provide you with a private room, compensate you for any extra work, and provide meals for you, even when you are off duty. Remember that being responsible for their children's safety and happiness in an unfamiliar place can be challenging and stressful, even for a professional. Accompanying a family on their vacation is typically not required of a nanny, unless stated otherwise in the contract agreement upon starting the position. Therefore, if you are not comfortable with the conditions of the trip then you have every right to decline. Clear expectations and boundaries will go a long way in creating a comfortable and successful nanny-parent team.

Q: My charge is starting school full time in the fall. Does your agency help nannies renegotiate their agreement with the family to ensure they are still being utilized and compensated fairly?

A: Of course! Unless it was discussed prior to you accepting the position, your compensation and hours should not change due to your charges starting school. You are being paid during the day for your availability. If the children are sick or there is no school, you will need to be there to care for them, which is why your pay should not decrease due to their schedules changing. Most families will add on duties during the day, such as grocery shopping, light housekeeping, errands, etc.

Want to recommend an agency for a future issue? Email info@nannymag.com with tips!

Glitter PLAY CLAY



ACTIVITIES FOR LITTLES



Get ready to see glitter around your NannyFamily's house for days to come. But the fun is oh so worth it.

Words and photo by Kristy Jorgensen of thecreativenanny.com.

What we used:

- 2 children
- 2 mixing bowls
- Sensory bin
- Splash mat
- Measuring cups
- Flour
- Salt
- Liquid water colors
- Glitter, glitter, glitter!
- Wipes
- Paper towels

Two kids and a huge mess later we made glitter play dough!

My charges and I usually do sensory and

other projects as an experiment, never knowing how they will turn out. To us, it's about the process itself and trying out different things to figure out what will work for us. Here's how we made our dough:

Measurements:

- 4 cups flour
- 1 cup of water
- 1.5 cups salt
- Liquid watercolors of your choice (we opted for liquid watercolors instead of food coloring so the colors wouldn't stain our hands).
- 2 tablepoons of vegetable oil (optional for longer use and softer feel).

How to do it:

1. Pour 4 cups of flour in each bowl.
2. We took turns adding the 1.5 cups of salt. I allowed each child to measure and pour ingredients into their bowls independently.
3. Following the salt, we added 1 cup of water to each mixing bowl.

4. Next, we added the liquid watercolors. Let the children tell you how many drops they want to use and count together as they add it to the bowl. We discovered that the more color we used, the brighter the dough became, which we all agreed we liked better.

5. Right before mixing, we added the glitter.

6. Finally, it was time to start mixing! Boy, was it sticky! We added more water and flour based on the need. We kneaded the dough over and over again to incorporate all of the ingredients, and we also added more glitter, as per the children's request. We repeated this step until we had six fabulous glitter batches.

After washing our hands (wipes and wet paper towels should suffice), the children were easily entertained for a couple of hours making play clay donuts, ice cream, and a full clay buffet!

The Kat's Meow

NM's interview with Kathryn Lord



By Amber O'Neil.

As nannies, we each bring something different to the table. Some of us bring the love of music to the kids we care for, and some of us the love of books. Kathryn Lord is part of the latter, bringing stories to life for our nanny kids. *Nanny Magazine* had the chance to chat with Kathryn about her background as a nanny and the excitement of her published book, "There's More to Books Than Reading: How to help your child bring stories to life."

Nanny Magazine: Welcome, Kathryn! Can you tell us a little about your background?

Kathryn Lord: I grew up in a little town in the Rossendale Valley in Lancashire with my foster siblings, whom my parents cared for before they were adopted by other families. I devoured books as a young girl and would make up stories all the time. I have always known I wanted to work with children; I used to line up my teddies and take the register. My mum started childminding when I was a baby, so there would always be lots of children in the house. On my first day of Primary School, my mum opened her first nursery instead of taking me to school, and from that moment on I spent my holidays at the nursery, always around

Lord will be speaking at Nannypalooza UK in 2017. Find out more about who she is!

children. I started to help as a teenager, and eventually worked there during the holidays. I went to the University of York to study linguistics with education because I was fascinated by how children learn to speak. I went on to Durham University where I trained as a teacher and went on to get my master's in education. I taught for six years.

NM: What made you decide to become a nanny?

KL: I started babysitting as a teenager for the families that went to my mum's nursery. When studying for my PGCE (postgrad certificate in education), I babysat for three families, one of which I would proxy parent, as the mother was a night nurse and the father was away on business. I would serve them their evening meal, bathe them, do the bedtime routine, stay over, do the morning routine, drop them at school and to nursery, and then I would go on to school to teach.

I was 21 when I started my first nanny position for two boys, ages 4 and 6. It was on a cruise ship around northern Europe, where the father decided to take 50 of his closest friends and family, and two nannies, on holiday. I then took a role in Piedmont, Italy teaching English to two children, ages 7 and 11, before coming back to England to finish my master's and teach in schools. I carried on working as an after-school nanny while I worked as a supply teacher. I kept on with one family for several years as I went on to become a full-time class teacher. It was the death of my grandfather that caused me to re-evaluate what made me happy, and I moved down to London and began pursuing nannying professionally. It was the best decision I ever made.

NM: How long have you been a nanny and what age

groups do you tend to work with more?

KL: I worked part time as a nanny for the whole of my teaching career, and have been a professional nanny for two years. I have 12 years of childcare experience between teaching, nursery nursing, tutoring, working as a governess, and nannying. Now, I mainly work with primary school-aged children, especially reception aged (4-5 years old). However, recently I have been working with younger and younger children, which has provided me with new yet wonderful challenges.

NM: You wrote *There's More to Books Than Reading: How to Help Your Child Bring Stories to Life*. What inspired you to write this book?

KL: I attended a Damsels in Success conference called "Ignite," which was all about women inspiring women to achieve. Not only did I want to be inspiring, but I wanted to help others to inspire, too. When I first moved to London, I met so many amazing nannies on the school playground who helped me to become the nanny I am today. With my experience in the classroom, nannies would ask me for help on activities and for ideas and resources to help them in their career. For my master's in education, I studied behavior management, and my findings are transferable from the classroom to the home. I studied motivation where I found that if the children are excited about a topic, then they are more likely to engage in the learning. In the classroom, I provided a 'hook' to get them on board. In the home, let that 'hook' be an amazing book.

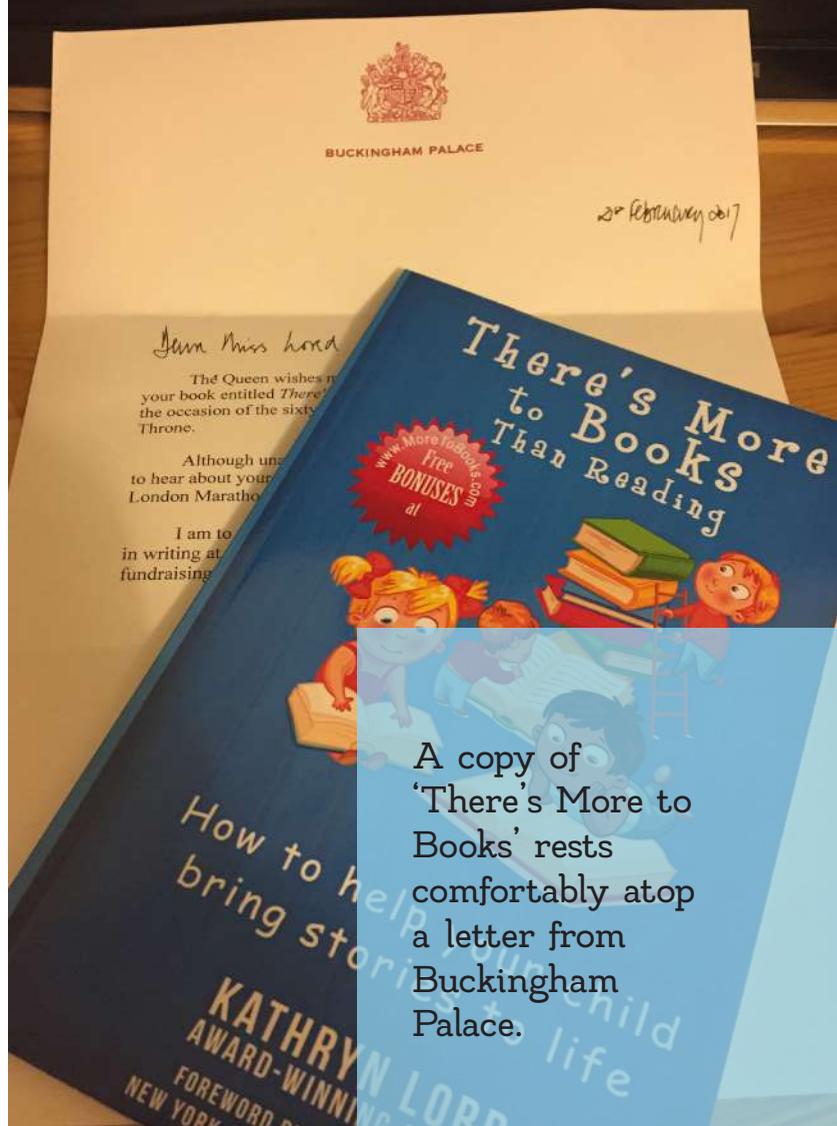
NM: Can you tell me about the book?

KL: My book is a collection of children's stories; some we all know and love, and some you may not know yet. It suggests fun and purposeful ways to use the stories across the early years foundation stage curriculum, from mathematics, literacy, and creative development, to thinking about the world, technology, and communities as well as physical, personal, social, and emotional development.

My book also has personal quotes from children's authors about what their favorite book was as a child, and what they love to read to their children now. These authors include Lauren Childs (*Charlie and Lola*), who I met at a book signing in a tiny bookshop in Kew, Charlaine Harris (author of the Sookie Stackhouse series that the show *True Blood* was based on), comedian Dom Joly (*Trigger Happy TV*), and YouTube star Phil Lester, aka AmazingPhil, as well as other authors and radio personalities. My book is in the Royal Library at Buckingham Palace and is an international seller with copies in England, America, New Zealand, and Russia!

NM: Any plans to write a new book?

KL: Lots! I have been writing books ever since I was a child and I can't wait to share them with the rest of the world. I already have children's book ideas and projects that I'd love to get published. My newest books follow my ethos in *There's More to Books Than Reading*, so the content lends itself to learning opportunities. I had also taken on a role with a 6-year-old boy who was a reluctant reader,



A copy of 'There's More to Books' rests comfortably atop a letter from Buckingham Palace.

so I made learning games that involved his little sister, such as "Hot and Cold." In this game, we hid words from his spelling tests around the whole house, and when he found them he had to match them to a sentence that the word belonged with. As the game went on, he got more and more excited and he was reading for meaning. I created many games around the house, also making crosswords and word searches. He now chooses to read and his grandparents are astonished by his progress. His aunty came to visit and was in awe of how he was learning and suggested that I share my ideas. My next book, which is hopefully to be published in 2018, is about how to support children with phonics and reading without using a book at all! There really is more to reading than books!

NM: Do you have a website?

KL: My website is www.moretoobooks.com and I am @kathrynlord912 on Twitter. The book is available to buy on Amazon.

NM: I understand that you spoke at a conference this year. Please tell me more about this!

KL: This past May, I was invited to speak at the International Nanny Training Day in Chelsea, London, and I am also invited to speak at Nannypalooza U.K. on November the 25th and 26th, where I will bring stories to life and talk

A copy of Kathryn's book is available in the library at Buckingham Palace.

Below: Kathryn and 2016 Nanny of the Year Helen McCarthy pose for a picture.



Photo via Pexels.

about how to educate our charges while still doing the laundry, the cooking, etc. The keynote speaker will be Kathryn Mewes, who is the star of the popular television program *The Three Day Nanny*. I'm also due to speak at a secondary school to inspire teenagers to write.

NM: What is the one thing you tell nannies when they ask for advice?

KL: Go to the book shelf! I am a huge advocate that books help children learn *everything!* If you want to teach a topic, fill in a gap of missing knowledge, or support an issue that has arisen, read a book about it with the child. Books give children the chance to ask questions that they might not have thought of otherwise. Recently, my grandma passed away and a few weeks later, my nanny children went to their own grandmother's funeral. I felt it was very important to give the children opportunities to talk about it and to ask questions, so I provided them with a wealth of books on the topic for them to dip into. I used it as a tool for them to know that it was okay to say what was on their mind. It helped me out too!

NM: What do you encourage families to do regarding having a nanny?

KL: When I studied behavior management for my master's in education, the findings are that all adults (teacher, parents, teaching assistants, head teachers, etc.) and children in the classroom must know the boundaries and provide consistency. It's the same in the home; the adults (nannies, parents, grandparents, aunties, etc.) all must sing to the same tune and always follow through on promises.

NM: Do you have anything exciting planned regarding the nanny world?

KL: I am hoping to create another *More to Books* with submissions from nannies, so I would love to hear your favorite children's story and activities that you love to do! Also, I am writing a book on how nannies can support children with

the death of a loved one, so if you have any experience with this and would like to share, please add me on Twitter @kathrynlord912 and DM me.

Books are so important for kids. Some of the best times to be had are when you read to a child. Thank you, Kathryn, for reminding us of that!





THE UNEXPECTED INFLUENCE OF A NANNY ON SPEECH + DEVELOPMENT

BY HEATHER MARENDA-MILLER, MS, CCP-SLP +
AMY WILHELM, MS, CCC-SLP, SPEECH PATHOLOGISTS AT SOCIAL SPEECH AND
LANGUAGE CLINIC, LOS ANGELES, CALIFORNIA. Photo by Genia Spangler.

The first three years of life are the most critical to a child's development as the brain is developing and maturing. During this time, acquisition of speech and language skills is rapid and intense because the brain is most absorbent. Children acquire speech and language continuously through interactions with people and what they see and hear around them. Thus, nannies have a crucial role in exposing their charges to environments enriched with sounds, sights, and language. The greater the language use with children, the more opportunities they have to learn language. Nannies equipped with the knowledge of developmental milestones within the first three years of life

can be forerunners of their charges' speech and language development.

0-6 months

Within the first six months, nannies develop bonds with their charges and begin stimulating communication. Babies are beginning to explore the world around them by recognizing familiar voices, turning and looking in the direction of sounds, smiling when spoken to, making pleasure sounds (cooing and gooing), using different cries to communicate different needs (hungry, tired, wet), and beginning to babble (bababa, mamama). By talking, singing and reading

to babies, using various tones of voice with lots of facial expressions, and imitating any sounds they make, charges become familiar with nannies as primary caregivers. In turn, babies will search for and look at nannies for comfort, for help, and for engagement.

6-12 months

Within the 6- to 12-month age range, babies recognize names and words for common objects (cup, book, shoe), follow simple directions, and enjoy simple games, such as peek-a-boo and pat-a-cake. Children are now beginning to use gestures to communicate (arms up to indicate being picked up) and words are emerging. This is the time for nannies to point to objects and label them at home, at the park, in books, etc. to expose and build vocabulary. Model simple actions, such as clap hands, wave or touch nose, and back and forth turn-taking games (peek-a-boo, rolling a ball) to encourage charges to imitate. When the child shows an object, be sure to acknowledge the communication intent by labeling the object and performing the associated function (e.g., “Yeah, ball!” then roll or bounce the ball; “You have a book! Do you want to read it?” then read the book).

As charges approach their first birthdays, it’s important that nannies not anticipate their every need. For example, when a charge wakes up from a nap, rather than picking the child up, first ask, “Do you want to get out?” and wait for the child to raise his or her arms. This empowers children to use communication (gestures, sounds, words) to get their needs met and it completes the communication circle.

1-2 years

In the second year of life, children begin communicating more as they are acquiring new words on a regular basis. Nannies should notice their charges understanding and using new words each month. Charges will begin to follow even more commands and understand simple yes/no and “wh” questions (“What’s this?” “Where’s your shoe?” “Who’s that?”). Children will pay attention to books for longer periods of time and begin pointing to pictures when named.

During this time, there will be a noticeable increase in the sounds children use, such as animal sounds (moo, baa), environmental sounds (beep-beep, “pssshhhh” when pouring), and consonant sounds like “h, p, b, m, n, t, d, w” in words. Nannies can stimulate sound and word development in play by making silly sounds and faces, pairing sounds with words and actions (b-b-b-bubbles, “num num,” “mmm” and “hot” with play food), singing songs (*Old MacDonald*, *Wheels on the Bus*), and reading easy picture books.

During everyday activities, talk about what is happening and where, using simple sentences that are easy for children to imitate. For example, during the dressing routine, one might say, “Arms up, shirt on, uh-oh, it’s stuck, where’s your foot, one sock on, pants on legs, all dressed!” When

children use words to label, praise the effort to communicate and expand upon what has been said. When a charge says “car,” expand by saying, “Yes, a car! It’s a fast car! Let’s push the fast car. Zoom!” As children approach their second birthday, two-word phrases should be emerging (Hi Mama, Dada car).

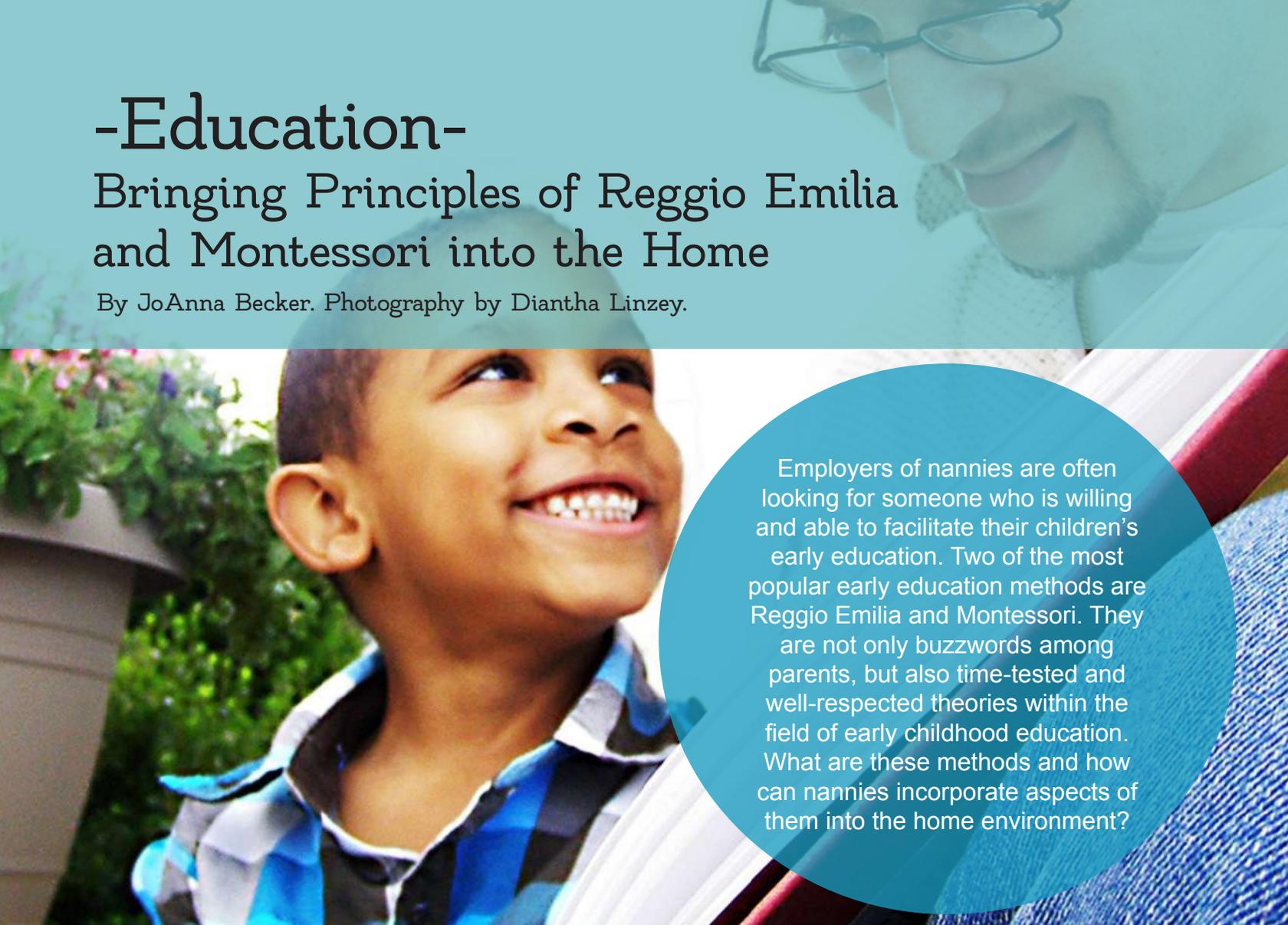
2-3 years

During the third year, a language explosion occurs both in what children understand and what they say. By this age, children have a word for almost everything and combine two and three words to protest (no want), to inquire (Where Mama go?), to get attention (watch me), to request (want more crackers), and to comment (big truck). Children’s sound inventories expand further to include consonant sounds “k, g, f, s” and they will begin using this “s” sound to mark plurals (books). At this time, children use the personal pronouns “I, me, my” to refer to themselves and will state their first name when asked. Conversation is more reciprocal at this age as children answer more questions and even ask simple questions. Charges will begin to carry on conversations with themselves, dolls, and caretakers.

Between two and three years old, 50-75% of children’s speech should be understood by familiar listeners. Nannies can help charges enrich their developing language at this age by constantly describing what is happening in their environment (“Uh-oh, you spilled your milk! Let’s clean it up!”), what the plan is for the day (“We have to go to the store; then we’ll have lunch and a nap.”), and sharing internal thoughts out loud (“I’m wondering what we should make for lunch.”). Nannies should allow charges the opportunity to talk by asking questions, listening attentively, and confirming their responses by smiling, gesturing (nodding, pointing), and commenting. Expand on their language by asking more questions and using new vocabulary and concepts (categories, adjectives, synonyms, object functions, etc.).

Make reading an interactive learning experience by not just reading the words on pages, but taking time to discuss the pictures. Ask various questions about what is happening on each page, and encourage children to point to and talk about their answer. For example, when looking at a picture of a dog on a bed, ask, “Where’s the doggy?” When the child points to the dog, confirm the response, elaborate with details, and inquire further: “Yes! You found the big brown doggy! Is he sleeping on the bed or the couch?”

Children learn and vastly develop language when they are immersed in language-rich and interactive environments. There is a natural timeline in which children typically develop speech and language skills, and although reaching each milestone and skill may vary from child to child, a nanny’s influence on his or her charge’s language in the first three years of life is monumental. By using everyday opportunities to stimulate speech and language development, nannies are providing their charges with the power of communication and setting the most important foundation for these children to be successful in the world around them.



-Education- Bringing Principles of Reggio Emilia and Montessori into the Home

By JoAnna Becker. Photography by Diantha Linzey.

Employers of nannies are often looking for someone who is willing and able to facilitate their children's early education. Two of the most popular early education methods are Reggio Emilia and Montessori. They are not only buzzwords among parents, but also time-tested and well-respected theories within the field of early childhood education. What are these methods and how can nannies incorporate aspects of them into the home environment?

The Reggio Emilia Approach was born in the city of Reggio Emilia in Northern Italy and is centered around the belief that children learn best through self-directed, multisensory experiences. This is often achieved through project-based learning. The environment also plays a key role, as it should not over-stimulate or overwhelm children and should use natural light whenever possible. The creators of the Reggio Method also believed that Mother Nature is an excellent teacher.

The Montessori Method hails from Italy as well, and was developed by Maria Montessori, a physician in the early 20th century. Montessori also believed that the environment was a key to learning, and that children should learn through experiences. She asserted that adults should serve as guides rather than directly instructing students, therefore a Montessori environment is designed so that children can navigate it without help from adults.

When bringing these principals into a home

environment, having an area with natural light and minimal distractions is key. Toys should be well crafted, open ended, and not require batteries. Wooden toys that encourage children to play in a variety of ways are preferred. For Reggio-inspired play, items from nature such as pinecones, rocks, branches, or shells provide a wealth of learning opportunities. For a Montessori style environment, include low shelving, child-sized furniture, and tools children can use on their own, such as tongs, scoops, or measuring spoons.

One of the key concepts of Montessori learning is self-correction. To use this method at home, one must be willing to let children make mistakes and learn from them. Extrinsic motivators such as rewards or punishments are never used in Montessori education. Instead, provide open-ended materials that children play with, struggle with, and eventually master. As a guide, your job is to provide opportunities as well as to observe and document struggles and achievements, something that parents really appreciate! Conversely, in the Reggio approach, the

primary focus is on inquiry-based exploration. For instance, if your charge is fascinated with the ocean, you can provide opportunities to learn about the ocean through a variety of experiences. Perhaps you set up materials for water or sand play (or both!) and offer an opportunity to explore seashells and other ocean-related materials, or set up an aquarium in the room. Children should be allowed to continue their exploration for as long as they desire. I once did a Reggio-inspired project with a child that lasted about 6 months! It's important to remember that the length and depth of the project should be child-directed. When they are ready to move on to another subject, go with them.

If you are ready to bring these concepts into your NannyFamily's home environment, consider doing some additional reading on one or both methods, or attend a workshop in your area. Being able to provide either a Montessori or Reggio-inspired experience is a wonderful skill to have on your nanny resume and you will enjoy learning along with children in these multisensory, exploration-based approaches!

Traveling with Your NannyFam

What to Discuss before Boarding Your Flight

By Candi Vajana, INA's 2017 Nanny of the Year. Photography by Amy Pfluecke.

Summer is just around the corner and your NannyFamily has just announced that they are going to Disney World or the Maldives and they want *you* to go with them! Yeah!

After the initial excitement fades out, all of the questions start to trickle in. If you don't have any questions about your upcoming trip, you should! You get to go on a family vacation. But wait a minute, it's not *your* family vacation, it is your job. So how exactly is this going to work?

Here are some things to consider from a nanny's standpoint:

- What hours will you be scheduled to work?
- Who will be paying for the travel and accommodations (flights, hotel, meals)?
- How will you be getting to the airport and if you need a cab or long-term parking, who is responsible for the cost?
- What about sleeping arrangements?
- Will you get time off and when?

- How will traveling affect your pay? Will they pay your hourly rate plus overtime? Will they be paying a flat rate? If so, what will it be?
- Who will be responsible for organizing activities while away?
- What will be the exact duties expected of you while on vacation?
- Are you going to share the care of the children while on vacation or will the parents be working while away?

It is important to talk about all the points above as soon as you are offered this opportunity. The last thing you want is to get to the destination thinking you are working your normal schedule only to find out that you are actually working 24 hours a day, not to mention sharing a room with the children and also not getting paid for all of the hours you are working!

Sometimes your contract will outline what is required of you while on travel, but for the majority of nannies I know, it does not include these important details. It is important to discuss what you are comfortable with and what you are not comfortable with before you get to your destination. Are you a

confident swimmer? Will you be confident with three small children in the pool or the ocean? There are so many things to be mindful of, so do not hold the questions back! My policy is that it's better to be overly cautious and ask many questions than not cautious enough, ending up in a bad situation.

Off you go; the vacation has started! Make sure you are prepared for the duration of the trip. At times, long trips in confined spaces can be unnerving because everyone is in such close proximity. If you have had the conversation with the parents, you will know what is expected of you. Will you be looking after the children on the trip to your destination, whether solely or as a team with the parents? Do they expect you to sit in economy with the children while they relax in business? Be prepared! It would be good to have some new toys or activities to entertain the children. I always pack toys even if I am not expected to entertain the kids (they always come in handy at some point during the trip!). Once you reach your destination, will you have time to recuperate from the journey or will you be expected to take



Traveling (Cont'd)

the children on an excursion as soon as you land? In many cases, you will not have any down time, so it is important to know how to cope with jetlag, exhaustion, hunger, etc.

While away, be prepared to go with the flow. Things will be more fluid, plans will change unexpectedly, and you shouldn't stress about things like this. Remember, it is not your vacation. Most families I have traveled with have made some great plans and have had to change them often. Be prepared for anything, have fun, and don't forget the sunscreen and the medical kit!

From the parents' point of view, I think that they should also discuss the above-mentioned points with their nanny. Surely they do not want their nanny to get to the resort thinking that they will be working fewer hours because the parents are going to be around, and then become upset and disappointed when they find out they are actually working longer hours than normal. I am hoping you may have discussed this at your initial interview, but make sure you have a valid passport and that you are agreeable to travel in the first place. I do know some nannies who are not comfortable with travel and there are some families that require their nanny to travel. Don't wait until the last minute to discuss these things!

Parents, if you're reading, please do not spring a trip on your nanny at the last minute unless it is absolutely necessary! I was recently at a conference and a nanny sitting next to me received a text from her Nanny-Family saying that they had booked a flight for her to Cancun so she could join the family on their vacation. They had never even asked her if it would be okay with her! She called them to let them know that she was not comfortable traveling with them and they told her that she would have to reimburse them for the flight if she was not prepared to travel. That is not a good position to put a nanny in.

As long as you have a very clear understanding of what is expected of you during the trip, and you keep in mind that you are there primarily to work, your problems during travel should be few and far between. Then you can breathe, relax, and try to enjoy your "work vacation."



Photo via Unsplash

DATA BLITZ

We've scoured the Web to come up with [these](#) interesting facts. Learn something new this issue!

By Amanda Dunyak.

Pteronophobia is the fear of being tickled by feathers.

Source: Phobia Source

A librocubicularist is someone who reads in bed.

Source: So True Facts

Infants blink only once or twice a minute while adults average around ten.

Source: Science Kids

Sleeping on the job is acceptable in Japan, as it is seen as exhaustion from working too hard.

Source: So True Facts

The human body contains enough iron to make a two-inch nail.

Source: National Geographic Kids

Teaching Children to Care for Our Environment

By Lolly Nicol.



Photo via Unsplash

Being that children are our future, it is vital to educate them on the importance of our environment and help foster a passion for sustainability. Nature is a vast playground of learning opportunities and adventure, but in return for all that she offers, it is our responsibility to model and promote earth-conscious habits. You can help form an environmentally friendly foundation within your charges by starting small and talking to them about how and why it is important to make “greener” choices.

The perfect place to start is by packing a meal or a snack for a day away from the home. A great educational exercise is to bring along a bag or container to hold everyone’s garbage produced throughout the day. Not only will this demonstrate the amount of waste that is being produced, but it also dissuades

littering and is the perfect opportunity to talk about the three R’s: Reduce, reuse, and recycle.

Upon returning home, spread out the waste from the day and have a discussion. Which items are recyclable? Are any compostable? Can anything be reused in some way? How much of the day’s waste will go into the landfill? How can you work together to reduce the amount of waste created?

Some green ideas that you can explore with your charges:

- Use fun reusable water bottles instead of disposables.
- Make the conscious choice to purchase snacks in bulk and pack servings in reusable containers rather than buying individually packaged

snacks.

- Bring cloth napkins instead of paper.
- Invest in lunch boxes and freezer packs as opposed to paper bags.
- Reuse empty glass jars from pickles or pasta sauce to organize craft supplies or small toys.
- Use cardboard from food boxes for coloring and crafting, or turn them into building blocks.

It’s never too late to start making earth-conscious choices and to teach the children in your care to do the same. Your charges look to you for guidance and the more you model making “greener” choices over choosing to use products that are harmful to the environment, the more your charges will begin to do the same. Who knows, maybe even MomBoss and DadBoss will catch on as well!

FASHION

The Leggings Craze:

What Is LuLaRoe and Why Do So Many Nannies Love It?

By Michelle Sutter.

LuLaRoe. Most likely you know about it, or you've at least heard about it by now. You might even have a pair of their leggings (perhaps more than you'd care to admit!). The craze is real. The "unicorns" (your "one-of-a-kind" dream print) are out there! As a nanny, I always wanted to look and feel put together but didn't want that style to interfere with me interacting with my charges. As a new mom, I found myself so uncomfortable with my postpartum body. Nothing fit, which is okay, but I wanted to look good and feel good. Can you get leggings elsewhere? Absolutely. But LuLaRoe leggings are different. They feel buttery soft. You don't have to constantly tug on them when you're going from sitting cross-legged on the floor to chasing your charges or kids around.

We've all had a pair or more of see-through leggings, but not here! LuLaRoe legging fabric is a lot more solid when stretched than compared to other brands. They also have long, tunic-style shirts to pair with them so you're completely covered while at work! In addition to the leggings and shirts, LuLaRoe has dresses that are easy to wear and comfortable while running after your charges. I stumbled across LuLaRoe one day and I instantly fell in love, so much so that I decided I wanted in. I wanted to help others feel as beautiful as I felt. After a great deal of debating and a lot of budgeting, I jumped aboard and became a retailer. Mom + Nanny + Retailer = Crazy? Yes! But I love the extra income and the stylish and comfortable wardrobe that comes with it!

Like other multilevel marketing programs, LuLaRoe offers a lot of nannies the flexibility to earn extra income on the side. You can find a consultant near you by searching Facebook or asking friends.

NO SHAME IN THE LEGGINGS GAME!

While it would be awkward and inappropriate to wear leggings to a desk job, it's a-okay for nannies to rock tasteful leggings. Leggings are available at a variety of price points.

Other Brands with Leggings We Love

- LuLu Lemon
- Athletica
- Old Navy
- Target



Photos: Greenery via Pexels; outfits by Michelle Sutter

Working for a family that says the dreadful words: “We don’t believe in discipline.”

By Kristy Jorgensen.

The Why:

“It pulls on my heart strings to hear my child cry.” Understand what the parent may be thinking and you can better understand how to handle the child and each situation. Some parents don’t believe in discipline simply because they don’t like to see their child cry. They have the belief that if they upset their child or their child sheds one tear, they are the worst parents ever and are traumatizing their kids for life. Keeping up with a certain image is another reason why a parent will shy away from setting boundaries with their children. They don’t want to seem too strict around other people, or seem like they are being unfair. Lack of knowledge from both new parents and old is another reason we may see parents choose not to discipline. As nannies, we know that children have many types of cries: I’m hungry, I’m sad, I’m tired, I’m mad, the fake cry, or the real deal

(I’m hurt). Most new parents can’t yet differentiate these cries and every cry seems as if it’s the end of the world. Some parents don’t enforce discipline because it’s easier for them to please their child so they will sit quietly than it is to deal with the repercussions of using the word “no.” In this case, some parents will give in to the worst attitudes, behaviors, and meltdowns just to get their kids to be quiet. Parents can and will often blame themselves for their children’s actions. They don’t realize the child is the one making the choice to behave in this way, not them. They think they are the cause of these behaviors and tend to feel guilty and take pity on their “suffering” child, thus creating self-blame.

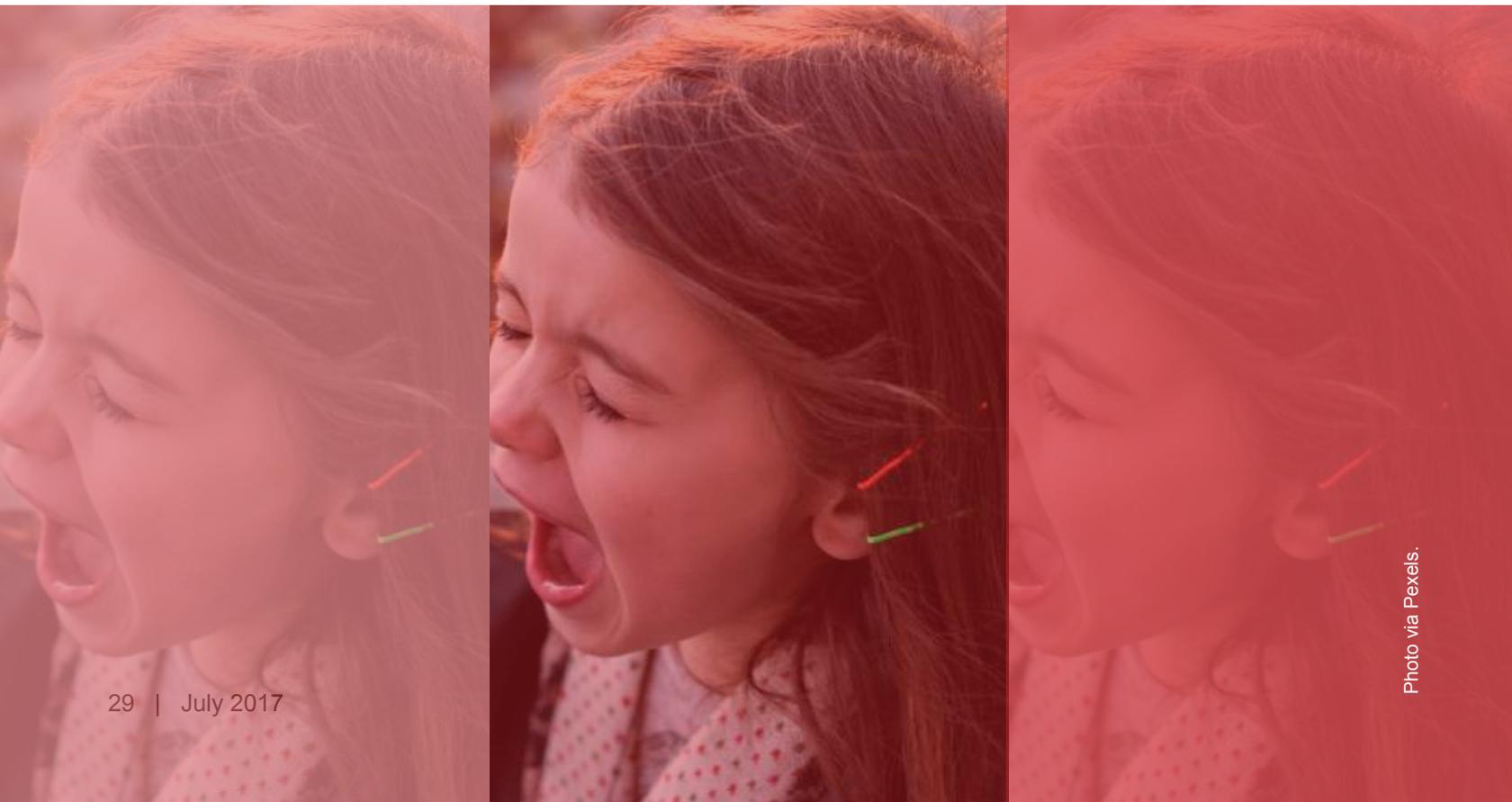
I believe that fear and lack of knowledge are the main drives for the parental mindset of “my child will not be disciplined.”

Parental Fears:

- Fear of their child hating them.
- Fear of parenting like their own parents.
- Fear of their children not loving them.
- Fear that other people will think they are bad parents.
- Fear of resentment.
- Fear that they are traumatizing their child for life.
- Fear of the repercussions (meltdowns, etc.)
- For the extreme parents, they fear that by telling their children “no,” their child will turn out to be a violent criminal or a sociopath.

What Do I Do?

My recommendation when working for a family that doesn’t believe in discipline? Don’t do it! After working for 13 years as a nanny, I am a firm believer in finding the right-fit family.



This means that during your interview with a family, you're interviewing them just as much as they are interviewing you. I know there are some situations where you need a job and you might be stuck in a position where discipline is unheard of. How do you handle it?

Coming from experience, let me share some strategies that worked for me when I was in your position. Keep in mind that what may work for one child may not work for another. Keep your head up and stay positive!

Positive, Positive, Positive

Ignore the negative! Kids *love* praise and attention. Often, adults will correct and give attention to the wrong behaviors. Shifting the mentality and praising the positive can make a world of difference. Children will notice and will start to do more of the right thing for attention instead of the wrong.

Redirection

When a child is not doing what they are supposed to or having a meltdown, redirection works well. Depending on the age, redirection can come about in many ways. In my eyes, redirection is simply a distraction from what they are doing until they have forgotten what the meltdown was about or guidance to make the right choices. Something as simple as the excitement in your voice when asking a question can help a child be redirected.

Intervention

Listen to the cues children give. The best way to prevent a "moment," meltdown, or freakout is to catch on to it before it happens. There are usually signs that a meltdown is about to occur. Also, note bedtimes and meal times. Children may get extra feisty when tired or hungry.

Give Choices

Rather than running yourself into the ground during meal times and outfit changes, provide children with a choice. This gives them the feeling they have made the decision themselves and often prevents the power struggle. For example, give two outfit choices in the morning and allow them to pick one from the two. For dinner, ask them if they want the pink plate or the blue before you dish out their meals. Try to avoid open-ended questions such as "what would you like for dinner?" This leaves them too many choices and can lead to a meltdown because no, they *can't* have ice cream for dinner.

Sometimes it may be easier to avoid asking them a question at all and just tell them what the plan is. Questions like, "Do you want to eat dinner? Are you ready to change? Are you ready for bed?" allow the child to simply answer "no" and continue to play. A better approach is to say, "In five minutes, we are going to go to the table and have dinner. In two minutes, we are going to try to use the potty." This gives children a time frame to prepare for the next activity, so they don't have to abruptly leave what they are doing and minimizes the power struggle and the

chance for them to say "no."

Other solutions to nip defiant behavior in the bud are to create a daily picture schedule, create a code word to help with transitions, use a clean-up timer, implement a marble jar or a sticker chart as rewards to encourage positive behavior, or use a timer for a warning that a transition is about to occur.

Structure, Control, and Discipline

Although discipline can be a scary concept, it doesn't have to be. Children thrive on structure, discipline, and routine. When a parent makes the choice not to provide structure and routine, children often feel overwhelmed and like their little world is in chaos. Children are almost always in a constant power struggle with authority, but there is a balance that is needed to guide them down the right path and to teach them to make the right choices. Often, children think they want to be in charge, but they really don't. You are the adult in charge; the child is not. When mixed messages get sent, it can be confusing to the child. When a caregiver takes charge and provides structure, it helps children learn to manage their feelings and emotions and to express their feelings appropriately. The right form of discipline can give children the opportunity to learn, thrive, and make the right choices. Be positive, consistent, and set clear, obtainable expectations.

Some things to remember regarding discipline:

- The word "no" will not cause children to hate you.
- You are not a bad parent or caregiver if you give children boundaries.
- No, the child will not resent you.
- The child will still love you.
- Children will not be traumatized for life.
- A child will not turn into a menace to society if you don't give them a cookie when they scream for it.
- A child will be fine if they shed a tear or two. They need to learn about emotions and how to express themselves.
- Relax, deal with the meltdowns, and take control.
- Do not reward negative behavior.
- You are the authority figure; the child is not.
- Breathe, you've got this!

To all the nannies out there, you're moving mountains. Keep it up! Inspired to inspire.

The word 'no' will not cause children to hate you.

HEALTH

Staying on a Healthy Track While School Is Out

By Josie De Hoyos-Zamora, MDS, RD.
Photo by Carlyn Emens.

Dietitian approved!

This article was written by a dietitian. Trusted expert-backed advice is just one more reason to love NM!

Summer break is officially here, which means it's time for cool treats and vacation days filled with changed routines and indulgent meals. Keep your charges on a healthy track while still having fun by following these easy tips!

Meal Routine: It's easy to fall into vacation mode and let daily routines take a back seat while on summer break. However, staying on schedule with meals helps to ensure healthy eating, even more so with kids as they thrive on routine. Skipping meals can lead to suboptimal food choices, so strive to stay on the same mealtime

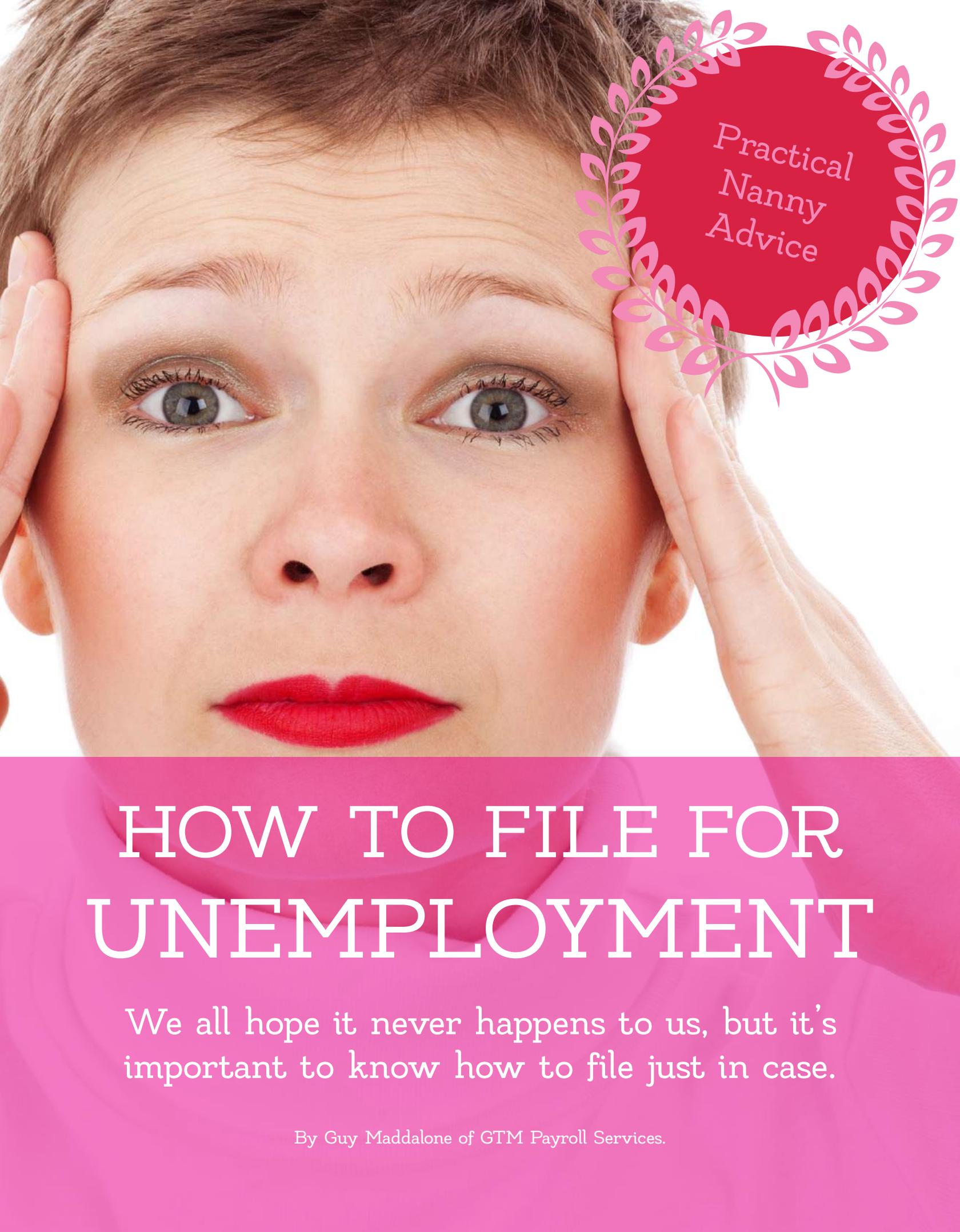
schedule as is followed on school days.

Snack Attack: As with a routine, offering healthy snacks will help to keep your charges from overindulging on summer treats. Offer daily snacks like fresh fruits and veggies or whole grain crackers and hummus, and leave the ice cream and froyo for special days.

Hydration: It should go without saying that as the summer months roll around and temperatures rise, keeping children properly hydrated is increasingly important. Pack reusable bottles filled with a few ice cubes and water whenever you're enjoying out-

door activities, and limit sugar-sweetened beverages like juice boxes, offering water instead. Remember at times you may even need to remind younger kiddos to take sips of water as they tend to get sidetracked while having fun.

A Balancing Act: You are now armed to keep your charges on a healthy eating track on summer break, but remember that moderation is key. Treating the kids to an ice cream cone after a day at the park or roasting s'mores on a warm summer night aren't off the table. The key is to focus on offering healthy food and drink choices more often than not, while still making great summer memories!



Practical
Nanny
Advice

HOW TO FILE FOR UNEMPLOYMENT

We all hope it never happens to us, but it's important to know how to file just in case.

By Guy Maddalone of GTM Payroll Services.

If you lose your job, there are two key factors that will determine whether you will be able to collect unemployment benefits.

First, you need to have been paid legally by your employer. Unemployment insurance is funded through a tax paid by employers. It is not a tax that is withheld from your paycheck.

If you were not paid legally and you tried to file for unemployment, you will be denied benefits as there is no record of you holding a job or even your NannyFamily being an employer. In addition, your employer wasn't contributing to the unemployment insurance program.

Second, you need to have lost your job through no fault of your own. Examples may include your NannyFamily moving away, children outgrowing the need for a nanny, a decision to go in a different direction for childcare, or seasonal work concluding. These are all factors that a nanny can't control.

If you're fired for being chronically late, insubordination, failing to show up for work, stealing, or any number of reasons that *are* in your control, you may not be able to collect unemployment. Also, if you quit your job without a good cause you may be denied benefits.

If you are not a U.S. citizen, you may still receive unemployment insurance if you were working legally when you lost your job, are legally allowed to take a new job, and meet the other requirements for unemployment insurance. Illegal aliens or immigrants working illegally will not be eligible to receive unemployment benefits.

Now let's say you are paid legally and were let go for a reason out of your control. You should promptly file your claim with your state's department of labor, workforce commission, or similar agency. If you lived in one state but worked in another, file your claim in the state where you worked.

You can likely file an initial claim online or over the phone. Don't delay in filing, as some states require you to serve an unpaid waiting period. You should file during your first week of total or partial unemployment.

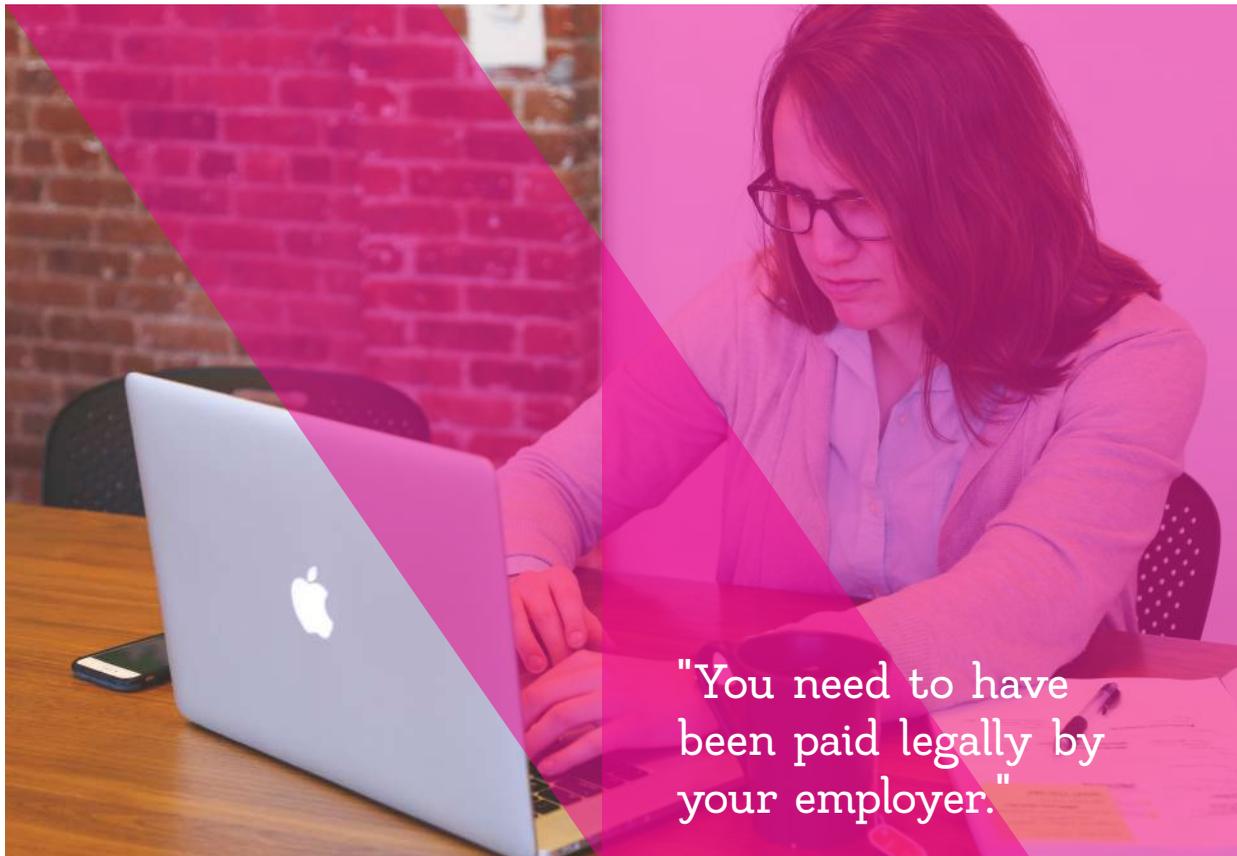
The longer you wait to file, the longer it will take to start receiving benefits.

You should also have the following information on hand when you file a claim:

- Your social security number
- Your driver's license ID number (if you have one)
- Your mailing address and daytime phone number
- The names and addresses of all your employers for the last 18 months
- The Federal Employer Identification Number (FEIN) of your most recent employer. Your FEIN is on the W-2 form you received at the end of the year and filed with your tax return.

While receiving unemployment benefits, you must be ready, willing, and able to work. You should also be actively seeking your next job. If you work any day while unemployed, you'll need to report those activities and this may reduce your benefits.

There are many advantages to being paid legally. Collecting unemployment benefits can ease your financial burden while you look for your next job. If you are being paid "under the table," talk to your NannyFamily about doing it the right way.



"You need to have been paid legally by your employer."

Guy Maddalone is the owner and founder of GTM Payroll Services.

Photos via Pexels.

QUIZ

What's your ideal vacation destination?

By Michelle Galetta.

1. Packing for a trip can be daunting, but we all know there are things we can't leave without! What four items hit your bag first?
 - a. My best outfit, extra carry-on for shopping, shaving kit/makeup, pocket antibacterial gel.
 - b. Bathing suit, flip flops, sun hat/cap, mineral sunscreen.
 - c. Hiking shoes, a multi-use tool, quick-dry jacket, solar flashlight.
2. While prepping for travel, I...
 - a. Top up my cell phone data; it's essential to getting the most out of my day whenever I travel.
 - b. I get my beach body ready, but that's about it.
 - c. Detox, hydrate, and prepare my body for the elements.
3. In terms of photography equipment, I need _____ in my camera bag at all times.
 - a. Just my pocket camera or phone, if that. Most spots I want to hit have visitor photo stations.
 - b. My phone and a waterproof pocket! Bring on those app filters!
 - c. Telephoto lens, a minimum of three filters, tripod, and my user's manual for those tough exposures.
4. Vacation travel has its highs and lows; some create more of an issue than others. What are your biggest pet peeves while traveling?
 - a. Bugs, bugs, BUGS!!!
 - b. Having to be on a strict schedule.
 - c. Tourist hustle and bustle and throngs of people to weave through.
5. A key part of the vacation experience is being able to relax for those few precious days. Which sensory environment relaxes you the most?
 - a. I really need some action around me to shake all the nerves out. Bring on bright lights, honking horns, and ever-present music!
 - b. Water lapping at my feet and the breeze whistling past my shoulders.
 - c. Sounds of wildlife in my backyard first thing in the morning.
6. I would spend my last travel dollar on _____.
 - a. An all-access pass to a dream performance or event.
 - b. Exotic street food.
 - c. A one-of-a-kind souvenir produced using ancient techniques.

Your Results:

Mostly A's: Big City

Whether its London, New York, or Tokyo, you're headed to where it's at. The big city has everything you need for experiences old and new with luxury if you want it. Visit Vistacity.com to find recommendations.

Mostly B's: Cruise/Islands

In every season, in every corner of the world, there is a cruise for you with endless exploration options! Use islands.com to choose your next destination!

Mostly C's: Adventure

Safari, mountainous trek, ocean crossing, voluntourism, desert tour...you name it, Mother Earth has it! Get out those long-range lenses for the landscapes and fauna that few get to witness in person. If you still can't choose, hunt down a (now retro) globe and take it for a spin!

The Importance of Education for Nannies

By Jill Ciganek.

As nannies, we take our careers seriously and want to be recognized as the professionals we are. We know how hard we work on a daily basis nurturing, caring for, loving, and helping to educate the next generation. We know how important education is for our charges to grow into adults who become successful and positive contributors to society, and the same holds true for us nannies! The field of childcare encompasses so many different disciplines, all of which are ever-evolving, and there is always something new to learn. We need to be versed in everything from child psychology to education to nutrition to family studies and so much more! Obviously, it's not possible to hold a college degree in all these fields, nor is it necessary, but just as business executives, teachers, or nurses are required to take professional development courses, so too is continuing education important for nannies. Here are some various resources available to nannies to continue their education and broaden their knowledge base.

College

Although it is not necessary to hold an associate's or bachelor's degree from a college or university, many nannies start off this way or decide to go back to school to pursue a degree. There are so many degrees that make for a great foundation for working as a nanny: early childhood or special education, child development, or child psychology, to name a few. Even if you don't have the resources to pursue a two- or four-year degree, universities and community colleges in particular can be fantastic resources for taking a college course or two in any of these fields. There are also many colleges that offer online courses, which make getting to class easier, especially with the long hours we work! Taking a night class in an area of education that interests you or relates directly to the specific children or families you're working for is also a great investment in your future and theirs.

Certifications

Did you know that there are some schools that offer professional nanny certifications or diplomas? The English Nanny & Governess School in Ohio and Sullivan University are two such schools. In addition, some nannies are beginning to specialize in certain areas of childcare, or are taking specific certifications to round out their skills. One of the new specializations gaining in popularity is that of Newborn Care Specialist. There are several organizations offering online or in-person training sessions and completion of these classes can lead to better job opportunities. There are many other certifications which can be incredibly helpful to nannies, including CPST (child passenger safety technician), food safety certification, water safety certification, and of course CPR and first aid, which should be taken by every nanny.

Online Resources

Websites are another wonderful way for nannies to continue their education. Look for both free and paid resources. Some sites like NannyTraining.com and MyNannyUniversity.com offer a series of paid online courses leading to specialized nanny certification. The INA (International Nanny Association) offers a Nanny Credential Exam, which upon completion will present you with a certificate and add you to their database of credentialed nannies. There are many places you can take free online classes too! Check out sites like Coursera.org for courses offered by major universities like Johns Hopkins totally free of charge!

Conferences and Seminars

National and local conferences for nannies are gaining more ground in recent years and are excellent ways to not only add to your professional development, but also to network and learn from other nannies around the globe! On the local level, National Nanny Training Day is held once a year in cities all over the U.S and abroad. If you live close enough to a major city in your state that is offering the training it is definitely a worthwhile investment. The day consists of seminars and speakers in childcare-specific topics such as nutrition, discipline, education, and family and employer relations. Nannypalooza and the annual INA conference are two events held on the national level and are attended by nannies, childcare professionals, and vendors from all over the world. Both of these events usually span a weekend and have a plethora of seminar topics and activities on currently relevant industry topics.

Local Nanny Groups

Finally, one of the best ways to network with other nannies and find resources for continuing professional development is to connect with the local nanny group in your area. Most major cities now have these organizations, which are often grassroots efforts voluntarily run by other nannies. A Facebook search can often lead you to find local nanny groups. If not, there are several national nanny groups on Facebook that have local leads or post professional development opportunities.

As professionals, it is important for nannies to stay up to date on the latest childcare developments, trends, and research. An investment in your continuing education is never wasted and adds not only to your wealth of knowledge, but often translates into higher-paying jobs. Make yourself stand out and ensure career longevity!

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NANNY MAGAZINE

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