



Stephanie Felzenberg, Editor

August 2020, Issue 8



NANNY TIP

Before interviewing with parents for a new nanny job consider what parenting styles and discipline styles you are, and are not comfortable with. For example, would you enjoy working for an extremely permissive parent or a very strict parent? Would you be willing to give the kids time-outs or would you prefer using natural consequences to discipline the children? Be sure to ask the parents specific questions to ensure you can support and back up their wishes when working for them. We have defined parenting styles and listed some questions to ask during nanny job interviews on page 2.



FAMILY TIP

It can be hard for new parents to know what their parenting style is prior to actually being parents. But, before hiring a nanny, you should determine how you want to raise your children so you can clearly explain your parenting and discipline style to caregivers. You can start by deciding if you will hold the baby until they fall asleep or have the baby fall asleep in the crib. You also need to decide if you want the nanny to direct your child's play time or allow the child to have self-directed play. Determine how much screen time you will allow. Learning about parenting styles will help you match with the right nanny.



BUSINESS TIP

Due to Covid-19 many families are seeking a nanny to help with distance learning -- creating a new market for nannies who have training in E-learning. An increase in requests for nannies has created a competitive market with rates increasing as families try to outbid one another. This has resulted in nannies that expect rates high above their education and experience level. Due to distance learning there has also been an increase of nannies that need to bring their own children to work. In these changing times, employers should look into liability insurance when they allow nannies to bring their own children to work with them.

USNA ONLINE PARENT & NANNY CONFERENCE



The USNA Online Parent & Nanny Conference is a fully virtual experience. From the comfort of your own digital device, you will have access to over 30 expert parenting and childcare seminars and content.

Immediately after registering, you will receive an email to set up your online account. Through the online account, we'll periodically share conference news, announce new speakers and share the schedule of live events on Saturday, September 19, 2020.

After registering, your online account will grant you access to all the webinars, seminars and content on Friday, September 18 at 7am EST. You can pick and choose what seminars you want to watch on-demand through Friday, September 25 at 11pm PST. For every seminar you watch, you have the option to download a certificate of attendance that will include your name, the seminar title, duration, and date.



Parenting Styles

By Stephanie Felzenberg

Child development researcher Diana Baumrind published a series of studies which concluded that there are four main elements that define parenting styles: responsiveness, unresponsiveness, demanding, and undemanding.

Before interviewing with parents, job seekers should know ahead of time what type of parenting and discipline styles they prefer. Nannies need to know if they would, or would not, want to work for parents that are too strict and demanding, or permissive, or unresponsive to their children well before accepting a new nanny position.

The four parenting styles are:

Authoritarian parenting

style is demanding, but not particularly responsive to the children's needs and concerns.

Authoritative parenting

style implements and combines the basic elements of being demanding and responsive.

Indulgent and permissive parenting

styles are responsive to the emotions of their child but are not demanding.

Neglectful parenting style is neither demanding nor responsive and don't pay any attention to their children.

When asked, many parents, have no idea which parenting style category they fit into. So in job interviews nannies should ask the parents very specific questions that are most important to them. For example, caregivers should ask the parents if they want their nanny to rock the baby to sleep or prefer the infant to cry and settle themselves to sleep? Do the parents want their nanny to use time-outs or rely on natural consequences to discipline? Do the parents demand obedience and want the nanny to always enforce their rules in every situation?

To raise children successfully it is easier when parents and nannies are on the same page with parenting styles and discipline styles.

USNA AUGUST 2020 POLL

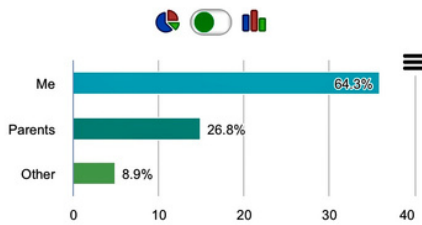
This July, 60 people responded to our survey about parenting styles. The results are listed below:

Parenting Styles

Who is more strict? You or the Nanny Parents?

56 answers

[View summary](#)



What parenting style does your Nanny Family use?

Authoritarian Parenting Style is demanding, but not particularly responsive to the children's needs and concerns.

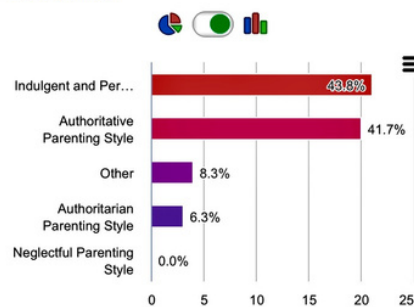
Authoritative Parenting Style implements and combines the basic elements of being demanding and responsive.

Indulgent and Permissive Parenting Style are responsive to the emotions of their child but are not demanding.

Neglectful Parenting Style is neither demanding nor responsive and don't pay any attention to their children.

48 answers

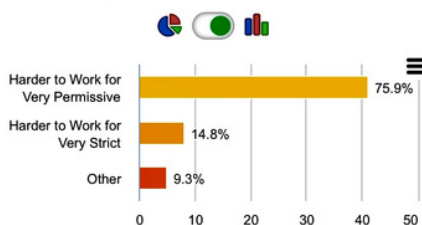
[View summary](#)



Do you think it's harder to work for a very strict parent or a very permissive parent?

54 answers

[View summary](#)



Have an idea for a poll? Message us on our Facebook page!
www.facebook.com/usnannyassociation

Conference Presenters

Work Agreements, Taxes, Covid and More



RACHEL LAWRENCE
Homework Solutions
homeworksolutions.com

You can't build unless you start with a sturdy foundation. In this seminar, we will go over the building blocks of nanny employment, so that you can start your new position off on the right foot, and build an amazing employee/employer relationship. Already in a current position or have a nanny? This seminar will also provide tools to lift your working relations.

Enabling Elder and Younger People to Mix



STEPHEN AND DENISE BURKE
United for All Ages
unitedforallages.com

Bringing older and younger people can tackle many social issues - from loneliness and ageism to improving health and care of young and old alike. Recent years have seen a big growth in intergenerational interaction, particularly between nurseries and care homes. Stephen and Denise Burke, co-founders of United for All Ages, will talk about their work in the UK with examples of good practice and innovation.

Memory Training for Parents and Nannies



CHESTER SANTOS
International Man of Memory
internationalmanofmemory.com

In this fun and interactive session, U.S. Memory Champion, Chester Santos will help you to develop life-changing skills. You will unlock your mind's hidden power to easily remember names, facts/figures, presentations, processes/procedures, famous quotes, foreign languages, exam/training material, and much more. This promises to be an entertaining, educational, and "memorable" program for all.

Positive Discipline Tools to Teach Young Children How to Solve Problems



JULIETTA SKOOG, E.D.S.
Sproutable
besproutable.com

Learn how to embrace peer and sibling conflict using specific Positive Discipline techniques that teach long-term social emotional skills. Regardless of their age, children have the opportunity to learn tools that decrease conflict and increase confidence, assertiveness, compassion, and awareness.

Successful Transitions



GLENDA PROPST
Nanny Transitions
nannytransitions.com

When I left my first nanny job I was heartbroken. I did not know what to do with the sadness I felt about losing connection with the children I had loved and cared for from birth. What I learned was that even the best nanny jobs end and parents and nannies need to work together to make sure they offer their children a smooth transition as that happens. Saying goodbye to a beloved nanny, whether she has been with you for six months or six years is an important life lesson for your child.

When Trauma Becomes a Family Affair



CRYSTAL CRAWFORD
Elite Metro Nannies
elitemetronannies.com

When traumatic stress enters your home, it can have a profound impact on not only your family; but also on the household employees working in your home. This seminar is for individuals that would like to learn how to strategically combat secondary traumatic stress before it becomes a family affair. Learning outcomes include: defining secondary traumatic stress, identifying warning signs, providing strategies for self-care, and tools for increasing resiliency.

Conference Presenters

Returning to Work After Parental Leave



LORI MIHALICH-LEVIN,
JD
Mindful Return
mindfulreturn.com

Heading back to work after having a baby is no small feat, even in "normal" times. In this webinar, we will focus on strategies that help make the back-to-work transition more smooth and successful for new parents. Specifically, we'll dive into the four proven themes of: (1) a mindful mindset; (2) mapping out logistics; (3) viewing your return as a leadership opportunity; and (4) staying connected to community.

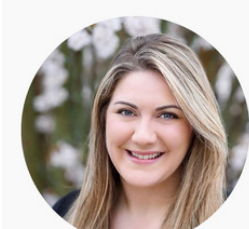
Hiring an Elite Nanny



JESSIE MARIE
Posh Nanny & Premier Educators
nannyposh.com

How do you go about hiring a stellar nanny? This is a common question posed by many prospective parents seeking in-home care placement. In this segment, Jessie Marie will help you develop and learn the basic principles of finding, identifying, and hiring the nanny of your dreams! You will leave this segment feeling empowered and ready to begin the hiring process.

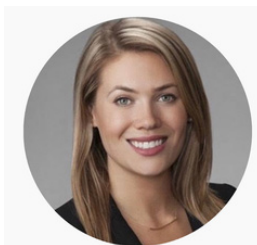
Becoming the Mindful Nanny



ALEXARAYE VALLEJO
The Mindful Care Collective
themindfulcarecollective.com

Becoming a "Mindful Nanny" can enhance your nanny career, help you to support the emotional and social needs of children and families, and guide you on a path to success, enhancing your skill sets to thrive in the future world of caregiving. The seminar will define "mindfulness," dispel common misconceptions, and discuss how practicing mindfulness can provide you with essential skills to improve your life and career.

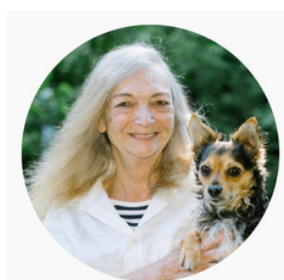
Difficult Conversations Between Parents & Nannies



STEPHANIE MCGRAW,
JD
Shook, Hardy, & Bacon
Volunteer General Counsel and Director
of Ethics

Parents and nannies may have a closer relationship than traditional employers and employees. Conversations about discipline, keeping the house picked up, privacy and responsibilities can be difficult. Dr. Stephanie Lord and Stephanie McGraw provide practical tips and recommendations on how to approach and engage in difficult conversations.

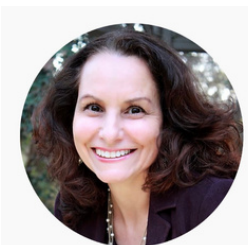
Instill a Love of Reading and Writing Through Art, Music and Movement



DR. BONNIE MOZER
Educational Leadership

Bonnie Mozer's classroom and reading specialist experience is infused with art, music, and movement to help children enjoy reading. Her engaging seminar will include: demonstrated lessons and techniques to foster high level thinking skills, academic, social, emotional learning skills and simple ways to engage and inspire children to love to read and write through Culturally Responsive Practices, art, music, and movement.

Stress and the Brain: A Guide to Managing Cortisol's Impacts



DR. LINDA KARGES-
BONE
Educate Insite
educationinsite.com

Can you spell A-M-Y-G-D-A-L-A? If not, now is the time to learn. Dr. B will introduce you to this important brain structure that triggers a potentially damaging flow of cortisol and adrenaline that can impede learning and creativity. As caregivers, there is much one can do to detox and regulate the impacts of stress on both brain and body and do it with fun, simple, effective strategies.

Conference Presenters

Hiring a Nanny from a Different Culture



SHADA LAMBERT
Nanny Sharz Limited
onelinkup.co/nannysharz

America is the melting pot of many different ethnic backgrounds. What happens when two culturally different backgrounds collide in the form of family and Nanny? In this seminar we explore cultural differences and how they affect both the family and nanny

Culture Relativism and Self Identity



JOCELYN D JONES
Kappa Learning Group
kappalarningroup.com

Jocelyn D. Jones discusses the significance of culture relativism and self-identity in early childhood and classroom learning. Participants will learn about ethnocentrism and it's impact on a child's social/emotional development. Parents and nannies will learn four major ways to create identity safe classrooms and how to promote cross culture. These developmentally appropriate practices will aid in multicultural learning and guiding children in understanding "self".

Three P's to Potty Training the Child



MATTHEW LISTER, RBT, RLT
Mannypoppins
mannypoppins.pro

Join Matthew Lister as he talks about the Three P's To Potty Training for the child, parents and nanny. What does it take to make sure the child is successful in toileting? Who remains unscathed by the process? Gain practical and proven tips to make potty training simple and as positive as possible. Don't flush this learning opportunity away!!

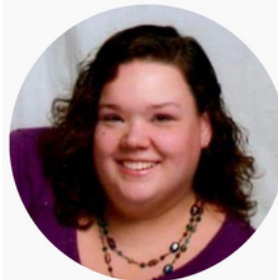
Creating an Additional Source of Income



ALEXANDRA LATTEN ARGOSINO
Newborn Care and Postpartum Doula
alexandalatten.com

Nannies, newborn care specialists, and doulas work within childcare, providing different services and support to parents. This seminar by Alexandra Latten Argosino shares how to create multiple streams of income to earn extra money in the childcare industry.

Cooking for the Picky Eater



SARA E. BRENTON
Professional Nanny

Join Sara E. Brenton, a classically trained chef and professional nanny who has discovered many ways to trick even the pickiest eaters into eating more healthy foods. Sara shares her secrets to improve their diet as she transforms veggies into dinner and dessert!

Power of Play with Sarah Salisbury



SARAH SALISBURY
DIY Nanny Adventure Camp

Children learn best through play as they make decisions and learn from hand-on experiences. What does playing with playdough have to do with writing and how does tracking water droplets as they drip down from a pipette prepare kids for reading? In this seminar, learn how the power play helps young children develop life skills.

Conference Presenters

Keeping Children Safe: Child Abuse & Human Trafficking



MIRELLA ALEXIS
Director of Nanny Advocacy
usnanny.org

This awareness seminar that educates parents and caregivers on child sexual abuse and human trafficking. Topics include preventing, recognizing, responding to, and reporting abuse. The seminar will also discuss the importance of recognizing trauma and how to support children, families, and yourself.

Building Strong Kids - Children and Chiropractic



ALEXANDRIA PANKOKE, DC
Dr. Mama Bird
drmamabird.com

Alexandria Pankoke, DC discusses the benefits of regular wellness chiropractic care for children as early as infancy up through adulthood. This seminar explores some of the conditions that may be improved with chiropractic care such as colic, ear infections, asthma, bed wetting, constipation, and ADHD.

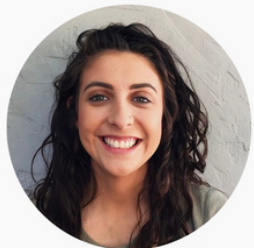
How is Your Financial Wellness?



DR. AMBER BROWN
[Root Physical Therapy and Wellness, LLC](http://RootPhysicalTherapyandWellness.LLC)
rootandwellness.org

This seminar will focus on the importance of us tending to ourselves and ensuring we make self-care a priority. We are our best advocates and are the foundations of our family. Self-care is not selfish.

Co-Dependency in Caregiving: The Root of Our Burn Out



SARAH CARLISLE STEWART
Career Coaching for the Modern Nanny
Monacoaching.squarespace.com

Sarah Carlisle Stewart, the Modern Nanny, will discuss how codependent dynamics can fuel burn out for nannies and parents alike. By prioritizing self-care, clarifying boundaries and expectations, and mirroring the team perspective, we can change the burn out paradigm.

Building a Successful Parent/Nanny Partnership



MICHELLE LAROWE
Nanny Training and Nanny Magazine
nannytraining.com

Developing a successful nanny and parent partnership takes work. Join Michelle LaRowe to learn practical strategies to start and maintain a successful relationship.

Play-Based Learning Using LEGO™ Bricks



AMANDA BLAGMAN, MS
Early Childcare and Education

Using LEGO™ Bricks, this presentation focuses on play as the most important way children learn. Parents, nannies, and caregivers of young children will learn methods and fun activities to stretch children's development as they learn about the physical, social, emotional and cognitive worlds around them.

Conference Presenters

Estableciendo Vinculos Sanos



**ROSA MARY
RODRIGUEZ PIANA**
Tecnologías de Coaching Internacional

Este tema fue planeado y pensado totalmente en todas las Nannies para darles las herramientas, consejos e información efectiva para promover una relación sana entre Nanny, Padres y Niños/Niñas. Asumiendo correctamente el rol de Nanny, con una vinculación afectiva sana hacia los niños y hacia las familias. Al mismo tiempo, dar a los papás herramientas para que promuevan esos vínculos (nanny - niños / nanny - papás) de manera adecuada para que no cause confusiones en los menores.

Outside In, Inside Out (aka Sticks and Stones)



SUE DOUCETTE
President of Berkshire County Head Start's Board of Directors

Reggio inspired, Loose Parts inspired, Cheapskate inspired. In this session, we will explore simple and easy ways to bring the outside in and the inside outside, stimulate creativity, encourage observations and make learning fun! I use an abundance of easy to find 'loose parts' that will not break the bank. There are links to literacy, engineering, arts, math, science, design, music and fun!

Generational Views of Childcare



**LAWRENCE
HENDERSON**
Boss Consulting, LLC
bossconsultingllc.net

Childcare changes with each generation. Parenting approaches used by Boomers differ from those adopted by Generation X and Millennials. Our past can help us better adapt to current changes in the industry. A panel of professional nannies will discuss what they have learned as their careers have advanced. The panel will have nannies in their 20s, 30s, 40s and older to represent different age groups and years of experience.

La Conferencia de Padres y Niñeras



Maria Cons
La Consultoría Educando con Sentido

La Conferencia de Padres y Niñeras es una experiencia totalmente virtual. Desde la comodidad de su propio dispositivo digital, tendrá acceso de 3 seminarios y contenido de expertos para padres y cuidadores infantiles

Criar Niños Cariñosos, Resistentes y Capaces



TONY OROZCO
Disciplina Positiva
parentingworkshops.org

Cuando escuchamos la palabra DISCIPLINA, tendemos a relacionarla con castigos, regaños, consecuencias, gritos, etc. Sin embargo, el significado de la palabra DISCIPLINA es "APRENDER". En esta sesión aprenderás a cómo decodificar el MAL COMPORTAMIENTO de los niños a través de saber llenar sus necesidades físicas y emocionales antes de que la explosión ocurra. También, aprenderás frases como, "Conexión antes de Corrección" o "Ámame cuando menos me lo merezca, porque es cuando realmente lo necesito - Proverbio Sueco". ¡Te doy mi palabra que será una sesión..

Emotion Coaching



DR. JANET ROSE
Norland
norland.ac.uk

Emotion coaching aims to empower the education and early years workforce, families and parents through building awareness of attachments, emotions and self-regulation. Dr. Janet Rose and Julia Gaskell will help professionals acquire skills to empathize and unpick the reasons behind behavior.

Conference Presenters

Do Children See in Color



MAIMUNA MOHAMMED
Center of Culture, Race & Equity
Bankstreet College of Education

Did you know that children as young as six months begin to notice and respond to skin color cues, and by seven or eight years old may show signs of the negative impact of internalized racism in classrooms? This workshop will explore stages of children's development of racial/cultural identities and how educators can create anti-racist/social justice learning opportunities using culturally responsive teaching.

Flexible Lesson Planning for Nannies



HEIDI JOLINE
Nanny of the Year, 2019

Do you need help setting up your day with your charges but all your research focuses on schools or day care settings? Creating a lesson plan in a home is completely different than a lesson plan for school. This seminar by Heidi Joline won't focus on the fancy terms and words for certain skills, but will teach you how to create a simple and flexible plan you can use with all ages and for many years.

A Look at Diversity & Inclusion in Children's Literature



MONIQUE DUPREE
Miss Nanny Monique
nannymissmonique.com

Take an in-depth look at the past, present & future of diversity and inclusion in children's literature. This seminar will underline the importance of multi-cultural expression for children of color, their peers, and caregivers. Our presenter will share with you a collection of literary examples, interviews with authors and illustrators, and personal stories to provide context to the challenges we are facing during our current health and racial crises.

Live Event Host



ELIZABETH MALSON,
MS, MBA
US Nanny Institute
usnannyinstitute.com

As your host during the live events scheduled on September 19th, Elizabeth Malson will share insights on the changing nanny industry during the Covid-19 pandemic. More families are seeking nannies to assist with E-learning. More nannies are asking to bring their children to work due to distance learning. She will also discuss how nannies can get advanced training to help children get the most out of online education.

Como Ganar la Cooperación de Los Niños



Maria Cons
La Consultoría Educando con Sentido

Conscientes de la importancia de la cooperación, a través de esta charla compartiremos la trascendencia del apego seguro como base sólida para la cooperación. Abordaremos aspectos que ayudan a favorecer la conexión logrando así un ambiente en el que los niños se sientan listos para cooperar, escuchar y ser escuchados. Compartiremos herramientas prácticas para escuchar, comprender, mostrar empatía, compartir pensamientos y percepciones así como enfocarnos en soluciones.

Emotion Coaching

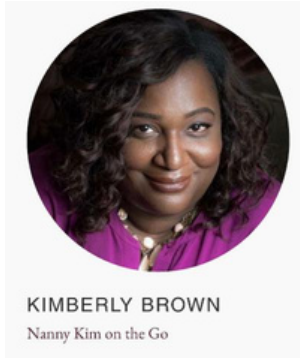


JULIA GASKELL
Norland
norland.ac.uk

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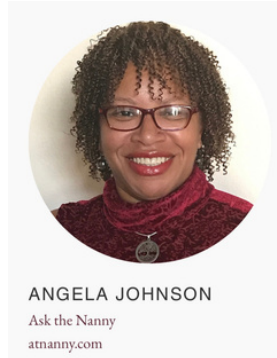
Conference Presenters

Foster Parenting



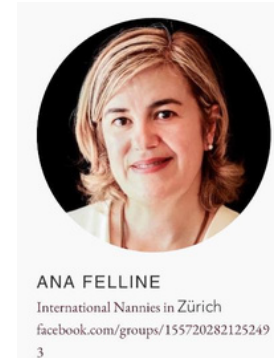
In this foster care seminar Kimberly Brown will focus on understanding the Foster Care System in the United States and explain how foster parenting and respite care work. Watching this seminar, parents and nannies will learn the benefits, the 'why', and how to become a foster parent. We will also discuss the impacts to nannies when a family has a foster child.

My Biggest Supporter



Being a Nanny can be very isolating and lonely. It gets hard sometimes to stay motivated due to some of the issues we deal with on the job. Who do we turn to, our biggest supporters? Husbands, fathers, boyfriends and male best friends who are there to encourage us and keep pushing us to be the best. Here is a sneak peek into what they think of us, what they see in us and why they keep encouraging us.

Hiring a Nanny from a Different Culture



America is the melting pot of many different ethnic backgrounds. What happens when two culturally different backgrounds collide in the form of family and Nanny? In this seminar we explore cultural differences and how they affect both the family and nanny.



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