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**STAYING AT HOME VS YOUR CAREER**

***Is your maternity leave almost over?***

***Are you questioning your plan to return to work?***

***Do you wonder how going back to work will affect your baby’s emotional and developmental well-being?***

***Do you have nagging concerns that it is possible to find a caregiver that will love and nurture your child in the way that is needed?***

Making the choice to return to work is a complex and emotional decision irrespective of whether you love your career or whether you feel you must work to support your family. This hot topic is passionately debated and often leaves a new parent feeling alone with a sense of failure regardless of which choice they make.

Choice Parenting wants to help! We are passionate about supporting and educating new or expecting parents as they wade through all of the options, to get to the heart of what is most important and practical for their family. The truth is there are many ways to be an amazing parent, whether you choose to go to work or stay home with your child, but the most important factor is finding the route that works best for you.

We would love to talk to you! Schedule a free 30minute phone consultation or email us (LINK) to discuss your family’s unique situation and let us help you! Also check out our ‘Choice Package’ (LINK) designed to help families who are still debating their return to work or choosing which childcare options are best for them.

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**CHILDCARE OPTIONS**

***Have you made the decision that it is time to go back to work?***

 ***Do you need honest information and experienced insight into the benefits, challenges, and feasibility of the different childcare options?***

***Are you wondering which type of childcare best suits your needs, personality, and child raising beliefs?***

Your best friend may swear by nannies and your sister believes that her daycare is preparing her children for Harvard, but you need to make your choice based upon your family’s needs, wants, and the childcare market in your area.

Group care and “schooling” at a young age can be an incredible and valuable experience for many children and families. Daycares are often more affordable and boast quality care with structured classroom learning. They also provide the opportunity for socialization and experiences that are hard to recreate in a home environment with only one child. However, daycare can be a struggle for parents who are passionate about their child’s care being handled with a specific approach and on a schedule of their choosing. There are also many children who struggle with minimal one on one attention, over-stimulation, and health concerns in a daycare setting.

One of the main highlights of a nanny is her ability to focus her attention and affection solely on your child’s needs, while complying with the parent’s instructions and beliefs for education. A nanny can work within a schedule that best fits your life and may assist you to keep your home environment in order, so that you have more time to spend on the things that matter most. However, the nanny option is only as good as the nanny themself! Parents need to consider that not only do most nannies come at higher cost than daycare, but it can also be more complicated to have a home employee depending on your personality and management skills. Parents will need to put time and effort into the hiring and training process to be sure to find the right caregiver and maintain healthy communication.

So how do you know which route to choose? There is no right or wrong answer when making the choice between the different childcare options. Let Choice Parenting help! As experienced childcare specialists, we know which questions to ask, the types of services that are available, and which parent personalities blend best with the variety of options.

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**HIRING A NANNY**

***Are you about to start your nanny search?***

***Do you need an agency or is it possible to find a perfect nanny on your own?***

***Where do you go to find nannies? What is the standard pay rate in your area?***

***How do you conduct a quality background check and interview?***

 ***What type of topics should your employment agreement include?***

***How do you find a person that you can trust to love and protect your child while you are away?***

We often hear intimidating stories from families who have had a bad experience hiring a nanny on their own or maintaining a good employment relationship. More often then not, the reason why things fell apart can be traced back to the hiring process or not maintaining communication concerning both parties’ needs and expectations. It can be difficult logistically for a parent to lose their childcare but it can also be quite emotional and traumatic for the child who has bonded with the nanny. So how do you ensure that you hire well and create a solid foundation for your future?

Choice Parenting wants to help! Our mission is to educate and support parents to find the best choice childcare for their family. We want to show you how you can do it yourself with our ‘Nanny Hiring Package’ (LINK). This is not a generic, one size fits all, reading manual. This hiring kit provides families with quick and simple reading instructions, along with easy to use templates and checklist to find, hire, interview, trial and train the best fit nanny.

The Nanny Hiring Package also comes with a 60 minute in person session to discuss your family’s unique situation and gain insight on how to best use the hiring kit’s materials. Together, we will create a family needs profile based on the ‘Choice Parenting Questionnaire’. This questionnaire will assist families to communicate their requirements for the position, as well as their parenting philosophies and style, setting the stage for their future nanny’s employment.

Choice Parenting also offers an ‘Hourly Service’ (Link) to help you where you feel you need it most. Whether it’s recruiting and screening the first round of applicants, negotiating the employment agreement, or training your new nanny on your parenting style, we can assist you.

Schedule your free 30minute phone consultation (LINK) to hear more about how we can help you find the nanny that is right for you. And check out our ‘Nanny Hiring Package’ ( LINK) and ‘Hourly Services’ ( LINK).



 **TRAINING SERVICES**

**Do you wish your nanny had a better understanding of your parenting philosophy?**

***Is your child testing their limits? Are you searching for best way of handling it?***

***Does your child need more educational opportunities throughout the day?***

***Do you want your nanny to focus on teaching your child how to think and make healthy choices for themself?***

As your child grows or as you see staleness creep into your child’s routine, it is important to review the importance of creating learning opportunities and stimulating experiences, with your nanny. Children’s needs and behaviors evolve with each stage of development and it is important that their caregivers change along with them. Learning opportunities need to be purposely planned and intentionally put into practice whether this is through teaching your toddler about street safety while out for a walk, preparing a meal with quinoa or tofu, or presenting your child with age appropriate choices that will foster their independence and decision making process. So how do you train your nanny to think and communicate purposefully? And what types of opportunities should your child to be exposed to?

Choice Parenting can help by providing an in person session to discuss your child’s current developmental stage along with any matter of parental concern including any areas of your child’s education and upbringing that you would like to evaluate. We can assist you to make the changes necessary by providing you or your nanny with practical training and the tools necessary to get you moving in the right direction.

Schedule a free 30minute phone consultation or email us (LINK) to discuss your child’s stage, and any areas where you feel you may need some training or support. And check out our ‘Hourly Services’ (Link) for more information and ways that Choice Parenting can help.



**NANNY MEDIATION**

***Is there tension between you and your nanny?***

 ***Have you recently had a disagreement?***

 ***Are there hurt feelings and boundaries that have been crossed?***

***Are you both walking on eggshells afraid that if you try to talk it out that it will lead to an unhealthy departure?***

Nanny relationships are unique, and at times complicated; they do not have the clean-cut boundaries of corporate relationships nor are they a life-long member of your family. The nanny- parent relationship can be very emotional as the nanny works within the intimacy of your home and cares for your most valued treasure- your children. You may feel that the easiest way to deal with a communication breakdown or a disagreement is to end the relationship but this may not be best for you or your child. Sometimes all that is needed to fix a broken relationship is better communication, clearer boundaries, and some understanding between the caregiver and the parents.

Whether it is mediating a difficult argument, complicated topic or an annual review, Choice Parenting can be there for you. We will give both parties the opportunity to address their concerns, suggest approaches to address anything that is not working, and create steps to find a peaceful resolution for the future. Together, we will walk through the Choice training and communication materials to build clearer expectations and establish the foundations for on-going communication that will strengthen your relationship.

Sometimes the most peaceful resolution may be to dissolve the employment relationship. However, it can be possible to end this relationship in agreeable way by allowing time for both the nanny and family to find new employment and to help the children adjust and be cared for through the transition time. We can provide templates for reference letters, termination agreements and tips for transitioning your children. We can also assist the family to find a childcare situation that will better suit their needs and personality.

Schedule a free phone 30minute consultation or email us (LINK) and let us know how we can help to mediate between you and your nanny. Be sure to check out our ‘Hourly Training’ (LINK) for more information and ways that Choice Parenting can help.

Heather: No need to read from here down. ;) Trying to think about what my landing page would say and how I would get people hooked to read more.

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**Childcare Consulting Services for Families**

**Questions regarding your return to the work force?**

**Maternity leave almost over?**

**Wish you could**

**Are you looking for personalized advise, information, and coaching regarding your return to work and finding the right childcare?**

**How can we help you?**

**Whether you are expecting, on maternity leave, contemplating your return to work, looking for the right childcare, training a nanny or trying to fix communication with her**

* Making decisions regarding your return to the workforce and information about the childcare market in your area. (link to Career vs SAH and Childcare Options)
* Detailed and personalized insight and facts on the different types of childcare options and service agencies available in your area. (link to Childcare Options)
* Looking to hire a nanny on your own and need a do it yourself tutorial and resources. ( Link to Hiring a Nanny)
* Helping with in person consulting in any area of a childcare search or training. ( Link to Hourly Consulting)
* Training current nannies how to do the best possible job with your children as they grow and change ( Link to Training)
* Mediate difficult conversation or topics with your nanny to help both parties come to a healthy agreement or separation ( Link to Nanny Mediation)

**Customizable Services Offered**

* Personalized In person consulting packages to help you make the best decisions about the care for your child
* Customized hourly assistance in any aspect of searching, hiring, training, choosing or mediating your best choice childcare.
* Downloadable resources to help you as choose what childcare path is for you, hiring and training your nanny, or continued communication with your nanny to keep your employment relationship healthy.
* Email, phone, or Skype packages to quickly answer questions and give advice as you walk through your childcare search and decision-making process.

(Photo) **STAYING AT HOME VS YOUR CAREER**

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* ***Is there a nagging concern that questions if it possible to find a caregiver that will love and nurture your child in the way that is needed? – Learn more- ( Drop down text)***

(Photo) Choosing the right childcare

(Photo) Hiring a nanny yourself

(Photo) Training your nanny

(Photo) Nanny Mediation

( Photo) Downloadable Resources