



## Nanny Versus Daycare Morning

<b>Nanny Pros:</b>	<ul style="list-style-type: none"><li>○ Your nanny will come to your home in the morning, which will make getting out the door so much easier.</li><li>○ It will not be necessary to wake up your child if he/she needs to sleep longer plus there will be no breakfast to prepare, meals to pack or children to dress.</li><li>○ A nanny will also be able to give your child time to ease into their day, along with the one on one attention that they may need when saying "goodbye" to mommy and daddy is difficult.</li></ul>
<b>Nanny Cons:</b>	<ul style="list-style-type: none"><li>○ If your nanny is late for work, then you may be late for work as well.</li><li>○ If you choose to linger with your family a little later in the morning than usual, your privacy may feel interrupted by the nanny's arrival.</li></ul>
<b>Daycare Pros:</b>	<ul style="list-style-type: none"><li>○ Daycares have reliable start times and backup caregivers so even if your child's teacher is running late you do not have to be late for work.</li><li>○ Meal plans are offered by many daycares once your child is a year of age; this can save you valuable time packing meals each morning.</li><li>○ The mandatory start time or breakfast schedule may also help to keep you and your child in a routine by getting you out the door at the same time daily.</li></ul>
<b>Daycare Cons:</b>	<ul style="list-style-type: none"><li>○ It can be a challenge to get you and your child awake and out the door on time to head to daycare.</li><li>○ It may take a lot of time and emotional energy to remember to pack everything that both you and baby will need for the day ahead.</li><li>○ Early morning or late evening meetings may be an issue with the daycare's fixed hours of operation.</li><li>○ Inclement weather may create a difficult commute for both parent and child if you walk to daycare vs. drive.</li><li>○ Morning drop off can be an overwhelming time of day for both you and your child, as many kids cry when they separate from their parents while others are happily yelling and running in the midst of free play.</li><li>○ Parents may struggle to communicate with the teachers who are trying to talk to multiply parents at the same time while attempting to comfort and watch the children whose parents have already left.</li></ul>

### Illness

<p><b>Nanny Pros:</b></p>	<ul style="list-style-type: none"> <li>○ It's not to say that your child will never get sick staying home but chances are they will be sick far less than those that attend daycare.</li> <li>○ Your nanny will be able to give your child the one on one attention and care that your child needs when sick or teething. As much as each parent want to be there for their child when they are not feeling well, there may be times that it feels impossible to miss work for that mild fever that lasts for days.</li> </ul>
<p><b>Nanny Cons:</b></p>	<ul style="list-style-type: none"> <li>○ It may be tempting for parents to leave an ill and cranky child with the nanny because of work pressures but there will be times when what your sick baby needs most is mommy or daddy.</li> <li>○ If your nanny gets sick you will need to have a backup plan for childcare or risk missing work.</li> </ul>
<p><b>Daycare Pros:</b></p>	<ul style="list-style-type: none"> <li>○ Daycares are full of germs. While this may not sounds like a 'pro', exposure to these during appropriate developmental stages will build up a child's immune system.</li> </ul> <p><b>Daycare Cons:</b></p> <ul style="list-style-type: none"> <li>○ No matter how much a daycare cleans and washes hands, your baby will be exposed to germs...and a lot of them! Your baby will touch other babies and put just about everything in their mouth.</li> <li>○ Even with an upheld sick policy, daycares are usually unable to catch the illness until the germs have already unleashed themselves throughout the center.</li> <li>○ State Health policy requires that a child with a fever over 100.5 (measured in ear) must be fever or symptom free for at least 24 hours before returning to the group environment but this also goes for rashes, diarrhea, vomiting and anything else that the daycares believes could be contagious.</li> <li>○ Most children develop a cold or fever 8-12 times per year. This can mean that you will miss a lot of work or need reliable back up care depending on the strength of your child's immune system, how symptomatic they become, and how quickly they recover.</li> </ul>

### Meals and Nutrition

<p><b>Nanny Pros:</b></p>	<ul style="list-style-type: none"> <li>○ Your child can eat on their own schedule, follow your feeding philosophy, and will only be exposed to the foods that you and your nanny provide.</li> <li>○ When providing food for one child, the tendency is to feed him/her as efficiently as possible versus allowing them</li> </ul>
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<b>Nanny Cons:</b>	<p>to participate in the feeding process by giving them the adequate space and time to explore and learn how to feed themselves.</p> <ul style="list-style-type: none"> <li>○ Food preparation for one child typically caters to the foods that you eat, can easily prepare, or know your child will enjoy as opposed to allowing them to experience other types of foods and preparation styles.</li> <li>○ The food the child is offered will only be as healthy and tasty as what the nanny is capable for making. It is important that your nanny understands and upholds your wishes for your child's nutritional standard.</li> </ul>
<b>Daycare Pros:</b>	<ul style="list-style-type: none"> <li>○ Your child will learn important classroom skills by sitting at a table in chairs to eat with other children. They will learn how to wait their turn, feed themselves, and clean up.</li> <li>○ Peer pressure is not always a good thing but when it comes to eating, kids usually will eat more and try new foods if their peer's are eating as well.</li> <li>○ If your daycare provides meals, your child will be exposed to different types of foods and ways of preparation, which will make for a more diverse palate.</li> </ul>
<b>Daycare Cons:</b>	<ul style="list-style-type: none"> <li>○ If your daycare does not provide healthy meals or if you need to bring your own meals, you may spend valuable time preparing meals in advance to ensure your child receives the proper nutrition.</li> <li>○ Daycares often have strict feeding times that do not allow children to eat when they are hungry but rather when the meal is scheduled.</li> <li>○ If your child refuses a meal, needs assistance, or requires more time than the average child to eat, will there be alternatives or adequate help for them?</li> </ul>

### Socialization and Group Situations

<b>Nanny Pros:</b>	<ul style="list-style-type: none"> <li>○ You can choose where, when, and with whom your child socializes.</li> <li>○ Your child will have a 1:1 ratio of caregiver to child, which will allow for personalized attention to any safety, discipline, or social dilemmas (hitting, taking turns, etc.) while playing with others.</li> </ul>
<b>Nanny Cons:</b>	<ul style="list-style-type: none"> <li>○ It can be hard to find other children your child's age to play with depending on your child's schedule, the nanny, the weather, and the area in which you live.</li> <li>○ It may also cost you extra money to join enrichment classes or indoor playgrounds for your child to participate in groups and classroom-like situations.</li> <li>○ Having play dates in your home or another family's home may expose your home and/or child to outsiders that you have not met or approved unless guidelines were otherwise discussed with your nanny.</li> </ul>

<b>Daycare Pros:</b>	<ul style="list-style-type: none"> <li>○ Your child will learn valuable social and classroom skills by being in a daycare environment. They will learn how to play with others, take turns, resolve conflict, and share their caregiver's attention.</li> </ul>
<b>Daycare Cons:</b>	<ul style="list-style-type: none"> <li>○ Daycare can be a very loud and over-stimulating environment for young children.</li> <li>○ There is limited amount of quiet time, independent play, and personal space.</li> <li>○ Along with the positive learning, your child will also be subject to, learn, and teach others many negative behaviors such as: biting, pushing, screaming, hitting, etc.</li> </ul>

### Caregiver

<b>Nanny Pros:</b>	<ul style="list-style-type: none"> <li>○ You can choose your child's caregiver and will only be evaluating one person's performance and ability.</li> <li>○ Your nanny and child will spend a lot of time together and share a close bond, which is healthy for your child's development and overall feeling of security.</li> <li>○ Your child will receive one to one attention and support as needed, which is helpful for things such as: potty training, education, and discipline.</li> <li>○ You should be able to receive detailed communication regarding your child's entire day when a there is only one caregiver whose main responsibility is watching your one child.</li> </ul>
<b>Nanny Cons:</b>	<ul style="list-style-type: none"> <li>○ The nanny and child bond can be very difficult for a parent to cope with, as they may feel jealous or guilty sharing their child's affection and intimate aspects of their daily life and development.</li> <li>○ When it is time for your nanny to move on or if the employee/employer relationship is not going as planned, it may be an emotionally difficult separation for your child.</li> </ul>
<b>Daycare Pros:</b>	<ul style="list-style-type: none"> <li>○ Your child will learn how to build relationships with different caregivers and be exposed to other types of people, culture, and languages.</li> <li>○ Having multiple teachers also provides unique learning opportunities as each caregiver has their own set of abilities, gifts, and communication styles.</li> <li>○ Because daycare teachers typically work in groups and in shifts, they are able to cover each other for breaks and time off allowing your child to always be with people they know.</li> <li>○ Daycares keep your caregivers accountable, fresh, and free to walk away from children when they feel frustrated or just need some time off.</li> </ul>

<b>Daycare Cons:</b>	<ul style="list-style-type: none"> <li>○ You will not get to choose or evaluate the caregivers that your child comes in contact with.</li> <li>○ In many daycares, the children will not have one specific caregiver who is with them throughout the entire day, as the caregivers typically work in shifts.</li> <li>○ Having multiple teachers can be difficult to ensure your individual instructions are followed or that you receive detailed communication regarding your child's full day at daycare.</li> <li>○ The noise level in the classroom may be high at pick up and drop off times, which may add to communication difficulties and confusion with instructions.</li> <li>○ Caregivers will eventually change because of turn over, changes in shifts, or simply because your child is moving up to the next classroom.</li> </ul>
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### Sleeping

<b>Nanny Pros:</b>	<ul style="list-style-type: none"> <li>○ Your child can sleep on their own in a quiet, dark, and peaceful environment based on their schedule or needs.</li> <li>○ Your nanny is available to focus on your child alone and to follow instruction related to your sleep philosophy and routine.</li> </ul>
<b>Nanny Cons:</b>	<ul style="list-style-type: none"> <li>○ The freedom to sleep in a familiar environment may mean that your child may have a harder time adapting to sleeping outside of their familiar environment in the future and may also be more easily woken by noise or lights.</li> </ul>
<b>Daycare Pros:</b>	<ul style="list-style-type: none"> <li>○ Your child will learn how to self-soothe and sleep in an on the go environment.</li> </ul>
<b>Daycare Cons:</b>	<ul style="list-style-type: none"> <li>○ Children do not sleep as well or as long as in daycare. Even during quiet/nap times, other children make noise, which may wake the other children who are sleeping, before they otherwise would have gotten up.</li> <li>○ Caregivers rarely can devote 1:1 time to rock a child to sleep, or follow a parent's individual sleep instructions and schedule.</li> </ul>

### Education

<b>Nanny Pros:</b>	<ul style="list-style-type: none"> <li>○ A nanny can teach according to your child's interests and pace the progression of the teaching.</li> <li>○ Your child can learn through exploration and experience by going on "field trips" and participating in projects that are too dangerous or difficult with a group (using an oven for baking, scissors, feeding the ducks, swimming, etc.)</li> </ul>
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<b>Nanny Cons:</b>	<ul style="list-style-type: none"> <li>○ If your nanny does not understand the importance of or have ability to, teach, build curriculum, or provide learning opportunities, your child may fall behind or not learn to their full potential.</li> <li>○ It may be difficult to teach the classroom skills necessary for school when they are not exposed to a structured group environment or the minimal adult to child ratios of daycare.</li> </ul>
<b>Daycare Pros:</b>	<ul style="list-style-type: none"> <li>○ Teachers in daycare have experience and training on how to develop age appropriate learning opportunities for the children in their classroom.</li> <li>○ Daycares are required to keep a schedule and have a certified head teacher present daily to ensure that the key areas of development and learning are kept in focus.</li> <li>○ Daycares often have enrichment classes that offer specialized education in areas such as: music, yoga, gym classes, Spanish, etc.</li> <li>○ Children learn how to be independent, follow directions, and take turns, along with other valuable lessons needed for their future in both school and life.</li> </ul>
<b>Daycare Cons:</b>	<ul style="list-style-type: none"> <li>○ There is rarely opportunity for a child to receive individualized attention because of the ratio and group dynamic.</li> <li>○ Every child has a different learning style and unique capabilities; therefore one child may thrive in a group-learning environment while others may struggle.</li> <li>○ If the teachers are following a sterile curriculum instead of the interest and needs of the group, your child may not learn to her abilities and potential.</li> <li>○ When one child struggles with behavior, illness, or learning the rest of the classroom struggles along with that child and delays the advancement of the entire classroom.</li> </ul>

### Other Pros Of Both Nanny and Daycare

<b>Nanny Pros:</b>	<p><b>Outside Time:</b> Outdoor play time can be much more creative and frequent when the ratio is 1:1. In a group situation, the safety, schedule, and the needs of the group often keep the children from enjoying all that the outdoors has to offer. (Sledding in the snow, running free at the park, digging in the dirt with sticks and rocks, etc.)</p> <p><b>Housekeeping:</b> You may choose to pay your nanny extra to do time consuming errands and housekeeping, which will allow you to spend your time outside of work focusing on your child.</p>
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	<p><b>Vacation Time:</b> When you take a vacation, you can chose to bring your nanny so that you can have some alone time with your partner, lay by the pool during the baby’s nap time, and have an extra set of hands at the airport. Or you can chose to barter for a time swap by giving your nanny the time off in exchange for watching your child at night or on weekends. Daycares usually do not offer vacation credits or discounts for the time you chose not to send your child to daycare; in the same way, your nanny should be paid for the time that you choose not to need them.</p> <p><b>Flexibility:</b> You can set your own “ hours of operation”, swap days, or have your nanny work overtime, as she is willing and available. If you see that you are running late, you can call and ask your nanny to stay rather than stressing over the daycare’s strict hours of operation.</p> <p><b>Philosophy:</b> You are the employer therefore your philosophy and rules can be applied in an environment where your child is the only one to take into account.</p> <p><b>Multiple Children:</b> In most cases, the cost of adding another child to the nanny’s job responsibility comes with a 10-20% increase in pay. To add another child to daycare usually results in a cost increase of 65-75% even with a sibling discount. You also need to consider the increase risk of missing work due to sick days with two or more children in daycare.</p>
<p><b>Daycare Pros:</b></p>	<p><b>Community:</b> You have the opportunity to access a community from which you can receive support, advice, and build friendships with other working parents.</p> <p><b>Accountability:</b> There are many people (caregivers, management, parents and state offices) looking out for the well being of all the children. Many daycares offer a live streaming video of your child’s classroom, which provides security as well as peace of mind. Also if something happens to your child or if one of the caregivers (trip and fall, becomes extremely ill, etc.) there are back up caregivers to lend a helping hand or get helps as needed.</p> <p><b>Cost:</b> The overall cost of daycare is usually cheaper than hiring a nanny. When hiring a nanny, you must also factor in the cost of taxes, meals, extra activities, craft supplies, enrichment classes, and back up childcare. Also you are also legally required to pay the nanny overtime for any hours over 40 in a 7day workweek.</p> <p><b>Reliability:</b> Daycares have set hours and days of operation so you can rely on them being available and plan in advance for closures. You do not need to worry about the staff running late, last minute sick days, or vacation time.</p>

**Management:** You are the customer instead of the employer. This allows you to focus on building a “friend” relationship with your caregivers. You should then be able to rely on daycare management to deal with employment issues pertaining to scheduling, payroll, not following the rules of employment, etc.

**Privacy:** Your house location and the privacy of all personal information is not exposed to a home employee. Your home is a very private and personal space (bedrooms, bathroom, home offices). To have a nanny in your home every day may make some families feel the pressure to always have everything clean and in order.

**Working from Home:** It can be quite difficult to work from home or leave work early to accomplish tasks around the house if the nanny is in your home with your child. When your baby is in daycare you can pick up after work and errands have been completed so that you can devote your full attention to your child.

**Second Child Bonding:** For those having a second baby, daycare provides structure for both the parents and child while everyone is adjusting to having a new baby at home. Daycare allows the mother to have time alone with baby to bond while the older child is benefiting from their normal everyday routine.