

**Nannies are educators, too**  
**Action Research: Contextualized Professional Development**  
**for Home-Based Carer-Educators**

**What We Know: Background**

- We know very little about nannies, and ***almost nothing about nannies as professionals.***
- Nannies have been marginalized as a working population, and further many individual nannies experience ***marginalization + intersectionalities*** in their lived experience as workers.

**The Knowledge Gap**

- No study had been conducted with the perspective of the population itself, but ***only research centering outsider perspectives and evaluations.***
- This action research project was conceived and executed by a professional career nanny, at the request of other nannies and in authentic collaboration with them.

**Methods**

- ***More than 100 nanny participants co-created a brand-new data set,*** which included documenting their image of the child at the start and again at the end of the professional development course day, after interacting with the course content.
- Documentation of the image of the child was analyzed thematically according to seeing ***the child as competent***, and seeing ***the child as a partner in teaching and learning*** (vs. seeing teaching as a power-over dynamic).



**Nannies: Faceless and Unrecognized in the world of ECE**

**Components of the PD Course:**

attachment theory  
relationship-based care  
constructivist teaching & learning  
emotional regulation  
affective neuroscience  
interpersonal neurobiology  
unfolding development  
sensitive periods  
supported struggle  
scaffolding  
experiential learning

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**RESULTS:**  
**Participants'**  
**image of the child showed**

**INCREASE in POSITIVE**  
image of the child from

**34.9% to 67.0%**

**+**

**DECREASE in NEGATIVE**  
image of the child from

**15.6% to 3.5%**

**Why This Matters**

- These shifts represent a stunning evolution and growth in the participating nannies' evidence-based image of the child after experiencing just ***one single day of contextualized professional development instruction.***
- As a professional field, ***ECEC is missing out on supporting the development*** of these faceless but dedicated, intelligent, and enthusiastic early childhood professionals.

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**Here are the faces of nannies who are educators:**



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of Child Care” action  
research project:

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