

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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