



## Nanny / Educator Share / Learning Pods Best Practices

1. **The key to a successful “share” is communication.** It is essential for both sets of parents, and the nanny or educator, be on the same page. This relates to the schedule, location, meals, health/safety and discipline boundaries. Once discussed, it should be written down so that everyone is clear and there is accountability for what was agreed to.
2. **Both families should share similar core values.** The families sharing a nanny or an educator need to be flexible and compatible. This is especially important as it relates to parenting style and discipline. The rules and expectations need to be clear. These need to be shared with your nanny or educator.
3. **The ideal number of children for a shared nanny or educator is up to five.** If there are more than 5 children (combined), the ability for the nanny or educator to manage, tend to and provide personalized attention to the children may be diminished.
4. **The parents need to discuss shared expenses.** Both sets of parents should talk ahead of time and create a system for tracking extra expenses. This will help with overall communication. If one family buys something for the benefit of the group, it should be added to the shared expense list and divided at the end of every week or two, depending on what is decided works best for the group.
5. **Information shared in all respective homes.** Each family must familiarize the nanny or educator where the first aid is kept in the home, band aids, etc. Each family has a designated place in the house where all ER numbers are kept including that of the other family pairs in the share or pod.
6. **The parents should talk about safety protocol in the wake of COVID-19.** It's best for the share or pod to agree to a shared set of safety rules to keep everyone safe from COVID-19 exposure. How do you feel about reporting to each other daily health/temperature screenings for everyone? What about the use of masks - adults must use a mask and kids at the discretion of the parents? Acknowledge increased hand washing and thorough hygiene practices and sanitizing of equipment and high touch areas.