



# Nanny Annual Performance Rubric

Nanny:

Parent 1:

Parent 2:

Start Date:

Date of Evaluation:

## What Is A Rubric?

This rubric is an annual performance scoring tool allowing you to evaluate your nanny's performance and assign a value to key categories of proper service. You will rank each category 1-5, with 1 being very poor and 5 being excellent.

## How To Use This Tool

Read the rubric carefully and determine which score best reflects the prior year of engagement and your family's relationship with your nanny. You may circle or highlight your choice for clarity. The resulting score will help you gauge your nanny's overall performance, target areas of improvement, and create transparency and trust in your relationship with your nanny.

## Score Interpretation

5-10: Very Poor

11-15: Needs Work

16-20: Good

21-25: Excellent

## After Your Evaluation

If you are satisfied with your nanny's performance, consider offering an incentive or reward to show appreciation for their service. A satisfactory performance can be rewarded with one or more of the following popular options:

- \$1-2 per hour raise or 2-3% salary increase
- Additional paid time off
- Health stipend
  - On average, most families who provide this benefit offer \$200-250 per month

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	5	4	3	2	1
Key Score Categories	Excellent	Good	Fair	Poor	Very Poor
<b>Primary Responsibilities</b> Attending to children's basic needs, engagement with child, essential job duties	Nanny is highly attentive to children's needs, and engages above and beyond basic duties.	Nanny is attentive to children's needs, fulfills duties and makes some effort beyond basic needs.	Nanny is usually attentive to children's needs. Duties not always fulfilled, does not engage often.	Nanny does not always fulfill basic needs. No extra engagement or effort with children.	Nanny does not fulfill child's basic needs. Crucial requirements not met.
<b>Child Care Skills</b> Planning and implementing age appropriate activities, nurturing, knowledge, helping children reach milestones	Nanny is nurturing and caring. Helps children meet milestones and always maintains excellent care.	Nanny maintains good relationship with children and provides mostly excellent care.	Nanny maintains decent relationship with children. Certain skills or knowledge are inadequate.	Nanny is sometimes disengaged or impatient. Does not display in-depth child care knowledge or effort.	Nanny lacks basic child care skills. Provides inadequate or low effort care.
<b>Communication</b> Keeping parents informed, disclosing and/or discussing any issues or concerns, providing updates / responses	Nanny provides consistent updates, discloses all information, and communicates excellently.	Nanny provides some updates, discloses all information, and communicates well.	Nanny provides a few updates, discloses some information, but lacks overall communication.	Nanny provides rare updates, discloses occasional information, and communication is irregular.	Nanny provides little to no updates or information and has poor communication.
<b>Safety</b> Attentiveness, creating a safe environment, adhering to safety protocols	Nanny displays excellent safety skills and safe habits that provide peace of mind.	Nanny displays good safety skills. I feel mostly at ease when my child is in their care.	Nanny displays okay safety skills. May be distracted or occasionally overlook safety issues.	Nanny displays some safety skills, but leaves more to be desired. Concerning lack of attention or protocol.	Nanny lacks basic safety skills. Very inattentive and shows disregard for protocols and environment.
<b>Professionalism</b> Overall conduct, adhering to household rules/guidelines, professional development and attitude	Nanny is highly professional. Timely, dependable, open to feedback, and flexible. Excellent conduct.	Nanny is mostly professional. Usually timely, dependable, open to feedback, and flexible. Good conduct.	Nanny is somewhat professional. Sometimes late, unresponsive, or inconsistent. Acceptable conduct.	Nanny is not usually professional. Often late, unresponsive, or inconsistent. Poor conduct.	Nanny is unprofessional. Nearly always late, unresponsive, or inconsistent. Very poor conduct.
Comments					<b>Total Score:</b> ____ /25

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<b>Comments</b>					<b>Total Score:</b>  ____ /25