

# NANNY PERFORMANCE REVIEW



This review is designed to foster open communication, support professional growth, and ensure continued alignment between nanny and family expectations. Reviews are recommended at 30 days, 90 days, and annually, as well as when job duties change.

Family Name:

Nanny Name:

Review Date:

Review Completed By:

## SECTION 1: RELATIONSHIP & COMMUNICATION

Measurement	Marks
Open, honest communication with parents about child(ren) and responsibilities	
Professional and respectful collaboration with parents	
Maintains positive relationships with the child(ren)	
Receives and applies feedback well	
Respects family home, property, and privacy	

## SECTION 2: CHILDCARE & DEVELOPMENT

Measurement	Marks
Prioritizes child safety at all times	
Maintains child hygiene and personal care standards	
Creates age-appropriate activities and play opportunities	
Provides nutritious meals/snacks	
Uses positive, age-appropriate discipline	
Promotes emotional regulation and confidence in children	
Fosters an encouraging, calm, and joyful environment	

Please rate each item on a scale of 1-5  
(1 = Needs Improvement, 5 = Excellent)

## SECTION 3: PROFESSIONALISM & WORK ETHIC

Measurement	Marks
Punctual and consistently on time	
Reliable and dependable	
Dresses appropriately for the job	
Proactive and takes initiative	
Exercises sound judgment and confidentiality	
Manages stress effectively and remains composed	

## SECTION 4: HOUSEHOLD RESPONSIBILITIES

Measurement	Marks
Leaves home tidy after shift	
Completes child-related tasks thoroughly and on time	
Completes household tasks (if applicable) thoroughly and on time	
Fulfills any additional duties as agreed	

Please rate each item on a scale of 1-5 (1 = Needs Improvement, 5 = Excellent)

## SECTION 5: COMPENSATION & BENEFITS

Current Compensation:     \$             /hour

Benefits (Vacation, Sick Time, Mileage, Others):

Updated Compensation (if applicable)

Effective Date:                     \$             /hour

Updated Benefits (if applicable)

## SECTION 6: COMMENTS & FEEDBACK

Parent's Feedback

Nanny's Feedback

# TERMS AND CONDTIONS

By signing below, both the family and nanny confirm that they have participated in this performance review in good faith. This review reflects an honest evaluation of job performance, communication, and mutual expectations. Both parties agree that this review does not constitute a contract of employment and that employment remains at-will, unless otherwise specified in a separate written agreement.

## SIGNATURES

---

Parent's Signature

Date:

---

Nanny's Signature

Date:

