

THE NANNY EDIT: WORK ANNIVERSARY GUIDE



Honoring Your Nanny's Milestone: The Edit Way

At The Nanny Edit, we believe that a work anniversary isn't just a date; it's a reflection of trust built, care delivered, and the extraordinary partnership between your family and your caregiver. Intentional acknowledgment of this milestone helps reinforce longevity, deepen mutual respect, and celebrate the remarkable work your nanny does each and every day.

This thoughtfully curated guide offers step-by-step recommendations to elevate your nanny's work anniversary into a meaningful experience that reflects the Edit Experience you've invested in.

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STEP 1: REFLECT ON THE YEAR

Pause to intentionally reflect on your nanny's contributions over the past year. Consider:

- The milestones your children have reached under their care.
- The ways your nanny has supported your household.
- Personal touches that make your nanny an irreplaceable part of your family dynamic.

Document these reflections, as they will create a beautiful foundation for your anniversary conversation.

STEP 2: REVIEW THE EMPLOYMENT AGREEMENT

Take time to review your original contract together:

- Are job responsibilities still current and aligned?
- Does compensation accurately reflect the value your nanny brings?
- Do any benefits, PTO policies, or schedules need to be updated?
- Use this time to fine-tune expectations for the year ahead.

STEP 3: PERFORMANCE & PARTNERSHIP REVIEW

Set up a dedicated one-on-one meeting (away from daily distractions) to:

- Share feedback from both sides—acknowledging wins and
- discussing growth opportunities.
- Revisit any goals originally established.
- Identify new developmental goals or family needs.
- Reconfirm mutual alignment on parenting philosophies, child
- development approaches, and caregiving styles.

STEP 4: COMPENSATION ADJUSTMENT & FINANCIAL ACKNOWLEDGMENT

A work anniversary is a natural time to evaluate compensation.

Consider:

- Annual raise based on tenure, performance, and industry
- benchmarks.
- Bonus or financial token of appreciation.
- Contribution to professional development courses or certifications.

Our recommendation: budgeting for annual reviews helps prevent difficult conversations and strengthens long-term retention.

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STEP 5: PERSONAL GIFTS & THOUGHTFUL GESTURES

Small touches leave a lasting impact. Ideas include:

- A handwritten card expressing your family's gratitude.
- A custom gift tied to their interests (spa day, hotel stay, favorite store).
- Children creating special artwork, video messages, or keepsakes.
- A surprise celebration or dinner.

STEP 6: INVEST IN PROFESSIONAL GROWTH

Professional caregivers value growth opportunities. Some ideas:

- Offer tuition or stipends for relevant training.
- Sponsor workshops, CPR recertification, or early childhood education programs.
- Provide access to professional memberships or conferences.

STEP 7: SUSTAIN ONGOING COMMUNICATION

While anniversaries are special markers, ongoing dialogue is critical.

Commit to:

- Monthly check-ins (see The Nanny Edit Monthly Check-In Guide).
- Quarterly mini-reviews to address evolving needs.
- Open-door feedback policy year-round.

STEP 8: CULTIVATE THE EDIT PARTNERSHIP

We encourage you to view your caregiver as a long-term professional partner. Longstanding nanny-family relationships flourish when there is consistent investment, appreciation, and partnership.

Let's Connect



Visit us at www.thenannyedit.com or email us kady@thenannyedit.com