



CHILDCARE AND HOUSEHOLD STAFF

Another important consideration for relocating families is childcare options. Your needs will vary depending on the age and development stages of your children. Decide on the level of support you would require in the U.S. and what options are available.

If you are planning to hire household help from your current location and to bring them over to D.C., carefully follow the steps and instructions outlined. The laws covering household help are clear, detailed and enforced.

While the World Bank Group operates a quality childcare center for children ages 3 months to 5 years old, it tends to be oversubscribed and with long waitlists, making it less probable that you will have a spot in the center, especially for infants. The World Bank Children's Center (WBCC) operates like a school and admission offers for the new school year are generally made from April onwards until all vacancies are filled. Admissions offers are made based on a first-come-first served basis. Therefore, the earlier you send in your application, the better your chances are for admissions. The WBCC holds a monthly information session and tour of its three (3) childcare centers, every 3rd Tuesday of the month. For further information, please visit their website (<http://childcare> (internal link) or <http://www.kindercare.com/worldbank> (external link)). You can email childcare@worldbank.org for further information on availability, and if you wish to attend one of its monthly information and tour sessions. For the WBCC FAQs on the Waitlist, please visit [the link](#).

Regardless, there is a vast selection of other childcare programs, preschools, summer camps, and other educational, cultural, and recreational activities in this area. To learn more about local offerings and events, you may wish to subscribe to [Washington Family Magazine's](#) free listserv.

CHILDCARE COMPANIES

There are no government-run childcare centers in the metropolitan D.C. area. Public schooling begins with kindergarten (age 5), and many childcare centers have waiting lists, even for infants and toddlers (children under the age of 2). In fact, the wait for an opening can be 6 to 18 months or longer. A temporary childcare arrangement may be necessary while establishing permanent care. The range of childcare options is quite complex, so you should understand types of childcare available.

- **Year-round Childcare Centers:** This option offers care for children full-time year-round. Some offer part-time care and some, but not all, care for children under the age of 2. They generally refer to a specific learning style or philosophy and have different levels of programs to stimulate and challenge the children.
- **Family Childcare Providers:** Offer care for children in the providers' home. Providers are licensed by the jurisdiction in which they live and may care for a maximum number of children (usually up to 8). They typically care for children 3 months to school age. Some providers also care for school-age children before and after-school. These are mostly found in the residential areas in the Washington D.C. suburbs.
- **In-home Childcare (Nannies):** This care is available from your home. Providers include G-5 nannies or local nannies found through an agency or through your own search. Check World Bank [Bulletin Board](#) for numerous options. Nanny share may also be option where you share a Nanny with another family and split the cost. (see Hiring Household Staff below)

- **Preschools, Pre-kindergarten Programs:** This option presents early childhood programs for children ages 2 to 5 years old. Usually offer a half (1/2) day program during the school year (September through June) for children under age 5. Some school districts offer full day services, sometimes at cost or low to no cost for families with low income. Generally, families rely on private organizations, churches, and independent schools.

[FCPS Early Childhood Programs](#)

[APS Early Childhood Programs](#)

[MCPS Early Childhood Programs](#)

[DCPS Early Childhood Programs](#)

One popular option for preschool is the Montessori school program, a discovery-led model that allows for ample freedom and teaches students life skills alongside academics. Here is a list of options to look into Montessori Schools (MS):

- Full Circle MS
- Children's House MS
- Children's House of Washington
- Family Academy of Bethesda
- Beanstalk MS and Daycare
- Bethesda MS
- Georgetown MS
- MS of Chevy Chase
- MS of McLean
- **Before and After School Programs:** Provide childcare and activities for children ages 5-12 years. Some are on-site at schools and others provide transportation to off-site locations.
- **Day Camps:** Offer learning activities, sports, art, music, etc. Most of them offer before and after care as well. Day camps generally accept children aged five years and up.
- **Back-up (Temporary) Childcare:** Temporary backup childcare provides short term childcare when your regular care arrangement is unavailable. Children of World Bank Group staff on Regular, Open Ended, Term, Extended Temporary or Extended Consultant and Executive Directors' appointments are eligible to use this service. Staff must be on Bank payroll to be eligible. The children must be pre-registered (no exceptions) in order to use the service. For additional information about the Temporary Backup Childcare program, visit the [FAQs](#), or email childcare@worldbank.org.

Some additional daycare options near the Bank offices are listed below.

Location	Hours of Operation	Age Group
2200 Penn Kindercare 2200 Pennsylvania Ave. NW #107E Washington, DC 20250	7:30 a.m. – 6:00 p.m.	Up to 5 years old

202-785-0181		
USDA Child Development Center 201 14th Street, SW Washington, D.C. 20250 202-205-1133 (not walking distance to World Bank)	6:30 a.m. – 6:30 p.m.	Up to 5 years old
Diplotots Too 600 19th St. NW Washington, DC 20431 202-485-6004	7:30 a.m. – 6:00 p.m.	Up to 5 years old
Bright Horizons 1776 F St., NW Washington, DC 20429 202-898-7067	7:00 a.m. – 6:30 p.m.	Up to 5 years old
Bright Horizons 1300 Pennsylvania Ave. NW Washington, DC 20229 202-565-3018	7:00 a.m. – 6:00 p.m.	Up to 5 years old
Bright Horizons 1849 C Street NW Washington, DC 202-219-1127	7:00 a.m. – 6:00 p.m.	Up to 5 years old
Bright Horizons 1111 Pennsylvania Ave. NW Washington, DC 20431 202-628-8680	7:30 a.m. – 6:30 p.m.	Up to 5 years old
Bright Horizons	7:30 a.m. – 6:30 p.m.	Up to 5 years old

2101 L Street NW Washington, DC 20431 202-887-8433		
Huckleberry Cheesecake 1307 19 th Street NW Washington DC, 20036	8:00 a.m. to 6:00 p.m.	Up to 5 years old

There are also various resources available to help you find reputable and licensed programs, which you can search based on your location:

All Locations	DC	VA	MD
Great Schools http://www.greatschools.org/preschool/	D.C. Childcare Connections https://www.mychildcaredc.com/	Virginia Department of Social Services http://www.dss.virginia.gov/family/children.html	Montgomery County LOCATE service http://www.mdchildcare.org/mdcfc/childcare/choose.html
Savvy Source http://www.savvysource.com/	D.C. Urban Moms and Dads http://www.dcurbanmom.com/jforum/forums/list.page	Fairfax County -Daycare options https://www.care.com/day-care/fairfax-va	Maryland Family Network http://www.marylandfamilynetwork.org/for-child-care-providers/
		Arlington County- Daycare providers https://family.arlingtonva.us/child-care/parent-and-family-resources/	

The most important considerations when selecting childcare are reliability and safety. Be sure you are comfortable leaving your child with your choice of childcare.

You can learn more about accreditation of programs through the [National Association of the Education of Young Children](#) (NAEYC).

HIRING HOUSEHOLD STAFF

Finding a caregiver for your family can be stressful. The below tips are designed to help you with the hiring process:

- Consider finding a candidate through a nanny agency that has a solid reputation. Not only do most reputable agencies do all the leg work of vetting candidates for you and doing background checks, but they can also help you create a contract to govern the relationship and terms between you and your nanny, which can be a critical document.
- Interview candidates thoroughly. Ask them specific questions that relate to your family. Find out what their past job duties were and if they are willing to do the tasks you are looking for help with. Talk about your parenting and discipline styles and find out if the prospective nanny will agree to follow your lead.
- Consider the candidate's relevant childcare experience. Has this person actually been paid to care for a child before? A prospective nanny should have at least one year of cumulative prior experience as a paid childcare provider. Experience could be as a teacher, daycare provider, camp counselor or babysitter/nanny.
- Get at least three childcare related references. These references should not be from family or friends — only from people who were your candidate's supervisor, parents of children he/she previously cared for, or co-workers in a daycare center or similar position. If the candidate has no recent references, that's a huge red flag. When checking references, be smart. Think like a detective, and do not give the reference any information up front. Ask the reference to give you the dates, duties, schedule, ages of the kids, etc. You want to make sure his/her story matches the prospective nanny's.
- Consider the candidate's education and make sure it fits with your family's needs. Many agencies require a high school diploma/GED, but a college degree or applicable professional certification is a plus. If it's important that your nanny take on a teacher-like role, then the educational level of the person may be of consideration.
- How would the candidate respond in an emergency? Find out if he/she is certified in pediatric CPR and First Aid. Make becoming certified in pediatric CPR/First Aid a prerequisite to employment.
- Do a background check. A reputable agency will run a background check for you. If you are not using an agency, then it is advisable to run your own. In addition, if the nanny is going to drive your child anywhere, you should also run a DMV check. And, if the nanny will handle your money/credit card, a credit check is a good idea.
- Check the candidate's legal status. A person can be a legal resident or in the United States with a visa, but that does not mean he or she is legal to work in the U.S.
- Trust your instinct. If you don't have a good feeling about someone — regardless of how they appear on paper or what former employers have said — don't hire him/her. Likewise, if the candidate is inconsistent in communication, eg, not responding to texts or phone calls in a timely manner, consider that a red flag.
- Arrange a trial day. If you're not using a nanny agency, it may be a good idea to set up a playdate with the prospective nanny or have him/her shadow you for a day before you offer a position. It's a good idea to see this person interact with your children to see if he or she is a good fit with your family.

When seeking household staff such as nannies in the U.S., you have a number of options:

- **Advertising on the World Bank Group's Bulletin Board:** World Bank Group and IMF staff commonly advertise on the Bank's Intranet in the Electronic Bulletin Board. Staff may post ads looking for or offering a babysitter, nanny, G-5 domestic housekeeper, etc. From the World Bank Group's Intranet homepage (on right hand side) you will see section "Quick Access – Popular Links" and then choose "[Bulletin Board](#)." Staff may post their own ad by clicking on 'Post an Ad' at the top of the screen. Individuals searching for domestic help should check the Bulletin Board frequently because the advertisements change over rapidly.

- **Nanny agencies:** With the goal of taking a lot of work off your hands, nanny agencies can help place great child caregivers with families. The role of a nanny agency is to help make the process of finding child care -- as well as your life once that care is in place -- run as smoothly as possible. The right agency can help you to define and narrow your expectations, thus saving lots of time you might ordinarily have spent interviewing nannies who aren't a good fit. Nanny agencies can be expensive, but you are paying for their expertise and the labor involved by the placement counselor. Always ask about the cost structure early on, so you know if there are any upfront registration fees, placement fees when you hire a nanny and charges later on down the road.

Every family's situation is unique, so it's important to find an agency that can arrange the type of nanny care you require, for easy reference you may explore the following providers in the area:

- Nanny Poppinz™ of Washington DC
Tel: (202) 470-2723
www.nannypoppinz.com
- ABC Nanny Source
Tel: (202) 244-5515
https://www.abcnannysource.com/dc/service_areas.asp
- Georgetown Nanny
Tel: (202) 759-2811
www.georgetownnanny.com
- The Nanny Hive
Tel: 202-738-4919
thenannyhive.com
- Metropolitan Nannies
Tel: 703-481-3181
www.metropolitannannies.com
- White House Nannies
Tel: 301-652-8088
www.whitehousenannies.com
- Capital City Nannies
Tel: 202-812-2243
capitalcitynannies.com

As a G4 visa holder you are eligible to hire/bring nanny/domestic help who will need to live in with you. For more information, please see the attached [link](#)

Other popular websites to find a nanny:

- <https://www.care.com/>
- <https://www.urbansitter.com>
- <https://www.sittercity.com>

Taxes

Also bear in mind that you as an established employer you are subject to payment of income taxes in order to employ household staff. To learn more about your responsibilities, you may visit the following site:

<https://www.homeworksolutions.com/worldbank/>