Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ○ **M**easureable ● **A**chievable ○ **R**elevant ● **T**ime-Based

NTMC Professional Goals	**NTMC Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal ~~Reside~~ Identify infants in NICU/PICU who would benefit from massage and practice each stroke (back, arm, leg, I love you) on at least 1 infant.	**Goal #1** Help parent feel empowered to do skin to skin with staff assistance for positioning; promote skin to skin as often as possible on NICU
6-month professional NTMC goal Be able to coordinate/lead standing transfer with parent + RT of intubated neonate.	**Goal #2** Incorporate sidelying diaper changes into practice.
1-year NTMC professional goal Act as a resource for teaching colleagues neuroprotective care, NTM in ~~NICU~~ PICU (where currently practice is much less ~~focused~~ CARE umbrella focused than in NICU. Lots of cardiac surgery infants in PICU that could really benefit from practice changes	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ○ **M**easureable ○ **A**chievable ○ **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks I will practice Listen Touch massage on 2 babies.	**Goal #1** I will encourage a family to choose at least one CARE to independently complete
6-month professional NTMC goal In 6 months, I will confidently teach 5 families Listen, Touch massage.	**Goal #2** I will encourage a parent to confidently complete 5 CARES at home
1-year NTMC professional goal In 1 year I will consider myself an efficient certified Listen, Touch massage therapist.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ○ **M**easureable ○ **A**chievable ● **R**elevant ○ **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks, I will practice frontal pressure and hold, hug, roll in all transfers and position changes to promote pt comfort and regulation.	**Goal #1** I will support parent engagement by providing opportunities for skin to skin holding when indicated to promote positive touch experiences and parent-child bonding.
6-month professional NTMC goal In 6 months, I will practice flexion, containment, alignment, and comfort to support infants in context of 2 person cares. 20 different (# based on frequency of NICU pts / still mentoring)	**Goal #2** I will support parent engagement by educating parents in ~~massage~~ swaddle bathing when indicated to promote regulation and comfort in context of ADLs.
1-year NTMC professional goal In 1 year, I will demonstrate listening touch massage including parent education ~~and neurodevelopmental care practices~~ with at least 1 infant per month for improved ~~NICU~~ implementation of neurodevelopmental care practice	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ● **M**easureable ● **A**chievable ○ **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 wks. I will [illegible] to infants who would benefit from tummy [illegible]	**Goal #1** Provide LTM x3 w/ each parents. Parents demonstrate accuracy in 90% of trials.
6-month professional NTMC goal In 6 months, I will [illegible]	**Goal #2** In 6 mo. I will share information about LTM [illegible] in a case conf. meeting.
1-year NTMC professional goal In 1 yr. I will provide flexion, containment, & alignment for at least 90% of transfers.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ○ **M**easureable ○ **A**chievable ● **R**elevant ○ **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks I will practice sidelying diaper change w/ 2 infants during 2 person cares	**Goal #1** ~~Within 2 weeks I will provide hands on parent teaching in listening touch infant massage.~~ Parents will demonstrate independence with infant massage by discharge.
6-month professional NTMC goal In 6 months I will consistently provide hands on parent teaching in listening touch infant massage	**Goal #2** ~~By discharge~~ By 2 weeks parents will demonstrate ~~independ~~ safe completion of sidelying diaper change with second caregiver for containment.
1-year NTMC professional goal In 1 year I will demonstrate competence with teaching and assisting parents in standing transfer for skin to skin holding.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart • **M**easureable • **A**chievable • **R**elevant • **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks I will practice listening Touch Massage on my BPD infants with tense neck & shoulder respiratory holding patterns	**Goal #1** I will support parent engagement in NICU with instruction in listening Touch Massage.
6-month professional NTMC goal In 6 months I will explore and follow up and advocate for swaddle bathing practice, light small swaddle Blanket.	**Goal #2** I will utilize hand hug roll to promote assist transfers.
1-year NTMC professional goal Incorporate listening touch massage as part of the BPD protocol	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ○ **M**easureable ○ **A**chievable ○ **R**elevant ○ **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal Initiate NTM on at minimum 2 infants	**Goal #1** Initiate and plan video + NTM session c parents c at minimum 50% of caseload (or at least 6-7 infants)
6-month professional NTMC goal Initiate NTM discussion among staff (NICU Clinical Specialists, RN, Therapist) in order to have implementation of principles + techniques on larger level	**Goal #2** ~~Foster~~ Implement discussion c all parents re: benefits of NTM in order to increase participation and completed sessions (goal 75%)
1-year NTMC professional goal Demonstrate at minimum 75% of infants on caseload receive NTM instruction.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ● **M**easureable ○ **A**chievable ○ **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal I will practice NTMC massage on 2 different infants in two weeks.	**Goal #1** I will teach my family how to complete hold, hug & roll prior to moving their infant to help support their state control & comfort.
6-month professional NTMC goal I will use hold, hug & roll to transfer ~~three~~ each baby when getting out of bed in 6 months.	**Goal #2** I will teach my families how to use two person care during diaper changes or use of developmental support to sustain comfort & alignment.
1-year NTMC professional goal I will educate our RN group during new orientation how to complete hold, hug & roll ~~to~~ for transfers in one year.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart • **M**easureable • **A**chievable • **R**elevant • **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks, I will practice back stroke on 2 different infants.	**Goal #1** I will teach 2 parents the Listening Touch Massage by August 2024.
6-month professional NTMC goal In 6 months, I will practice back, arm, leg stroke on 2 different infants a week.	**Goal #2** I will teach 3 family dyads swaddle bathing in the next 6 months.
1-year NTMC professional goal I will routinely incorporate the ~~hand~~ hold, hug, roll technique for ALL transfers ~~in~~ in the NICU by June 2025.	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ● **M**easureable ● **A**chievable ● **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal in 2 weeks I will practice ~~NTMC~~ Listening massage on 2 appropriate babies	**Goal #1** At the end of ~~discharge~~ hospitalization the parents of my patient will be able to appropriately implement Listening massage to their child
6-month professional NTMC goal In 6 months, I will ~~edit~~ consistently provide education re: back to sleep & prone to play	**Goal #2** At the end Hospitalization the parents of my patient will understand the importance of ~~B~~back to sleep & tummy to play
1-year NTMC professional goal In 1 year, I will Appropriately implement All NTMC Priciples on my caseload.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ● **M**easureable ○ **A**chievable ● **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks from 6/10/24, I will perform side lying diaper changes and back/leg/arm strokes on 4 different babies to improve their positioning, alignment + comfort.	**Goal #1** In 2 weeks from 6/10/24, I will teach the parents of two different babies how to perform back, leg, + arm strokes and side lying diaper changes to reduce parental stress + increase their engagement.
6-month professional NTMC goal Within In 6 months from 6/10/24, the NTMC team will complete training + competency check-offs for all RNs and therapists in the NICU to provide babies w/ positive touch on a daily basis.	**Goal #2** Within 6 months from 6/10/24, I will provide education + support to parents of all babies C each session with the principles + practices of NTMC to empower parents and reduce their level of stress.
1-year NTMC professional goal By 6/10/25, the NTMC team will have parent/staff educational videos + handouts developed on massage techniques so that all caregivers implement intentional positive touch w/ all babies on the unit.	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ● **M**easureable ○ **A**chievable ○ **R**elevant ○ **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal I will Complete Listening Touch massage on 2 infants as medically appropriate in 2 weeks.	**Goal #1** I will provide parent education with at least 2 families on benefits of ventral support and the hold, hug and roll transition in 2 weeks.
6-month professional NTMC goal I will work with my NICU therapy team to establish a working group to work toward implementation of Listening Touch Massage in our NICU in 6 months	**Goal #2** I will engage with RN's and families to set up opportunities to teach Listening touch massage to 3 families within 6 months.
1-year NTMC professional goal In 1 year, I will have practiced Listening Touch massage on a weekly basis (as medically appropriate) toward greater professional Competence.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ○ **M**easureable ● **A**chievable ● **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal I will begin to practice hands-on LTM on bigger, stable babies to inc. comfort & confidence with future implementation program	**Goal #1** Parents/caregivers will demonstrate understanding of and perform The Listening Touch massage, as needed, with developmental care time activities, to increase bonding with infant, within 1 week
6-month professional NTMC goal In 6 months, I will teach 15 caregivers/families the listening touch massage, for Inc. outcomes in unit & post d/c.	**Goal #2** Parents will complete 3-5 care activities (bath, diaper, etc) independently, with RN or therapist present, for increased future neuro-development
1-year NTMC professional goal In 1 year, we will complete massage on all appropriate & stable babies, educate families, as a standard of care	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ● **M**easureable ● **A**chievable ● **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks, I will practice parts of the Listening Touch Massage for at least 5 mins. on 2 different infants.	**Goal #1** In 2 weeks, I will encourage skin-to-skin holding for all of my patients for as long as parents can tolerate.
6-month professional NTMC goal In 6 months, I will practice all parts/strokes of the LTM on 5 different infants.	**Goal #2** In 3-4 weeks, I will teach 2 caregivers at least 2 new ways to be involved in their baby's care. (including the Listening Touch Massage)
1-year NTMC professional goal Within 1 year, I will teach at least two principles from NTMC to all NICU RN staff.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ○ **M**easureable ● **A**chievable ○ **R**elevant ○ **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal ~~[illegible]~~ In 2 weeks, I will practice side-lying diaper change on 3 different infants.	**Goal #1** In 2 months, I will be able to teach caregivers how to complete listening touch massage based on infant's cues for at least 5 infants.
6-month professional NTMC goal In 6 months, I will utilize hold, hug and roll for positional changes on [illegible] patients in NICU caseload.	**Goal #2** In 4 months, I will utilize neuro-protection and promotion techniques to assist caregivers to understand at least 3 different care activities they can assist their baby with.
1-year NTMC professional goal In 1 year, I will practice listening touch massage and developmentaly safe transfers while maintaining proper alignment/posture throughout my daily practice on appropriate infants in the NICU.	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ○ **M**easureable ○ **A**chievable ○ **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal Changing head of beds more frequently	**Goal #1** By June 24th, Baby A will have head of bed direction changed x 2. By June 24th, parents of Baby A will inquire/initiate when head of bed should be changed
6-month professional NTMC goal Increase skin to skin care in CCU	**Goal #2** By January 2025, >50% of neonates/infants will participate in skin to skin care as parents are willing
1-year NTMC professional goal By June 2025, all families who are interested in the CCU will successfully perform skin to skin care daily as they are at bedside. & encorporate Listening Touch Massage with their cares	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ● **M**easureable ● **A**chievable ○ **R**elevant ○ **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal to use techniques learned in NTMC on all of my patients during my shifts.	**Goal #1** to teach ~~a~~ one family massage/ go through massage w/ a family.
6-month professional NTMC goal To teach coworkers skills learn in NTMC and create families bonding experience	**Goal #2** to utilize the skill learned in this certification in my daily practice w/ families + coworkers
1-year NTMC professional goal to aid my unit + colleques w/ massage + touch to provide the best care for our neonates	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ● **M**easureable ○ **A**chievable ● **R**elevant ○ **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal Implement massage techniques to provide relaxation for NAS babies 100% of time.	**Goal #1** Provide assistance with transfer ~~with~~ for skin to skin to assist nursing
6-month professional NTMC goal Implement NTM into every treatment as needed 100% of time	**Goal #2** Provide appropriate parent education every visit all of the time
1-year NTMC professional goal Proficient with all strokes, provide mentoring	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ○ **M**easureable ○ **A**chievable ○ **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks, I will practice hand hug or Hug, tuck, roll on "prefeeding" patients (3) to support touch/massage	**Goal #1** In 2 weeks, model & coach caregivers to hand hug or begin back stroke with 3 families/babies.
6-month professional NTMC goal In 6 months, I will support 4 handed cares 1x week to support neuroprotection during NNS.	**Goal #2** In 6 months, coach caregivers to carryout listening touch massage on 6 different infants.
1-year NTMC professional goal In one year, promote skin to skin on all feeding babies to support caregiver bonding & feeding outcomes.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ● **M**easureable ○ **A**chievable ○ **R**elevant ○ **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal incorporate touch/massage at least 2 times on 2 different infants	in 2 weeks **Goal #1** talk to parents about the benefits of skin-to-skin and touch
6-month professional NTMC goal incorporate touch/massage into my daily practice on eligable infants	in 6 weeks **Goal #2** assist parents/caregivers in performing touch/massage themselves
1-year NTMC professional goal teach other 4 nurses about the benefits of touch/massage	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ○ **M**easureable ○ **A**chievable ● **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal Within 2 wks, I will complete hand/hug/roll technique on at least 3 babies during a lift or prone position.	**Goal #1** Caregivers will implement 1 neuro-protective strategy (skin/skin, milk dip, massage, face-to-face) in every family centered care activity within 3 days of receiving education.
6-month professional NTMC goal To implement NTMC in my tool box, I will complete infant massage with at least x1 baby per day working in the NICU within 6 months.	**Goal #2** Family will complete skin to skin holding or infant massage at least 1x/day in 5/7 days of week as available.
1-year NTMC professional goal By 1 year of being a NTMC therapist, I will be independent in initiating massage, have a parent education routine, and implement documentation to reflect my work on at least 50% of my appropriate infant caseload.	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ● **M**easureable ● **A**chievable ● **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks, I will have completed at least one standing transfer with a mom or dad of an intubated baby.	**Goal #1** In 2 weeks, I will teach sidelying diapering to at least 3 RN's to enhance their neuroprotective care practices.
6-month professional NTMC goal In 6 months, I will have performed the listening touch massage on 20 different infants.	**Goal #2** In 6 months, I will have empowered at least 10 parents to self-advocate for their participation in their baby's cares.
1-year NTMC professional goal In one year, I will assist every baby and family to engage in skin to skin at least 3x/wk.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ● **M**easureable ○ **A**chievable ● **R**elevant ○ **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks, I will Practice back Stroke on 3 different babies	**Goal #1** In 2 weeks I will educate 3 families in massage on full term baby. In 2 weeks I will teach parents of 3 infants ~~back stroke~~ back stroke leg
6-month professional NTMC goal In 6 months I will practice back, arm, leg and tummy massage on one baby each shift.	**Goal #2** In 6 months I will educate 1 family in full massage once a week.
1-year NTMC professional goal In 1 year I will participate in educating staff on massage - so everyone is comfortable teaching family + performing massage.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ○ **M**easureable ● **A**chievable ○ **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal I will identify 2 patients who would be appropriate for and benefit from massage within 2 wks	**Goal #1** I will successfully complete one family teaching session within 3 months
6-month professional NTMC goal ~~I will incorporate massage into sessions~~ I will provide at least 3 RN/other caregivers with education of benefits of neuro-dev care	**Goal #2** I will assist with one skin-to-skin holding transfer by end of 2024
1-year NTMC professional goal I will assist in joining/creating a green committee to incorporate and encourage use of readily-accessible green supplies	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ○ **M**easureable ○ **A**chievable ● **R**elevant ○ **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal skin to skin hug roll In 2 weeks, I will transfer each baby using the hold, hug, roll technique throughout each transfer on each seen baby.	**Goal #1** Parents will demonstrate skin to skin transfer with their ~~baby~~ baby to improve bonding + be more comfortable with their handling.
6-month professional NTMC goal In 6 months, I will implement at least one massage stroke for each seen baby to promote regulation, relaxation, and improved feeding.	**Goal #2** In 6 months, I will massage and teach caregivers of 6 babies how to do massage to improve bonding and parent experience.
1-year NTMC professional goal In 1 year, I will practice neonatal touch + massage on 25 different infants.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ● **M**easureable ○ **A**chievable ● **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks, I will perform Listen Touch massage on 10 babies different.	**Goal #1** I will assist in swaddled bathing and educate parents how to perform, for 2 families, in 2 weeks.
6-month professional NTMC goal In 6 months, I will have taught 12 families how to perform Listen Touch Massage.	**Goal #2** In 2 weeks, I will assist in 3 standing transfers to allow parents to feel more comfortable transferring their baby.
1-year NTMC professional goal In 1 year, I will assist in obtaining Joey bands, or something similar, for increased use of skin to skin for families.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ○ **M**easureable ● **A**chievable ● **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks, I will ~~an~~ implement the hold hug roll transfer to 7/7 babies on my caseload to limit stress provided and teach my available families this transfer.	**Goal #1** In 2 weeks, I will educate 2 families on how to perform the ~~[illegible]~~ hold hug roll transfer so they can feel more confident transitioning their infant in and out of bassinet in a less stressful way.
6-month professional NTMC goal In 6 months. I will perform listening touch massage with my ~~[illegible]~~ appropriate babies to encourage positive experiences in prone position and helping to improve alignment in sidelying position	**Goal #2** In 6 months, I will encourage and teach 6 of my families listening touch massage to encourage bonding and parent empowerment.
1-year NTMC professional goal In 1 year, I will ~~[illegible]~~ work to help our NICU stock massage oil for families to have access to this resource for listening touch massage.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ● **M**easureable ○ **A**chievable ○ **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks I will practice back strokes on 2 different infants	**Goal #1** In 2 weeks I will teach at least one family in the principles of NTMC.
6-month professional NTMC goal In 6 months I will empower a family in the NICU and a family in the PICU to perform Back strokes for their infant	**Goal #2** In 6 months I will incorporate NTM in at least 60% of my age appropriate caseload
1-year NTMC professional goal In 1 year I will routinely incorporate NTM into a 100% of my age appropriate caseload.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ● **M**easureable ○ **A**chievable ● **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal Transition to providing side-lying diaper changes w/ all infants during feeding sessions.	**Goal #1** Provide education on flexion, containment, alignment & comfort during feeding or oral stimulation therapy sessions.
6-month professional NTMC goal Collaborate w/ PT and OT to make Smart Phrase / handout on positive touch and NTMC principles during feeding/swallowing cares.	**Goal #2** Discuss the difference between sympathetic and parasympathetic nervous systems, and how to support the latter w/ feeding (e.g. positioning, peri- and intra-oral stimulation)
1-year NTMC professional goal Provide in-service/education to my SLP cohort on NTMC and relationship to feeding via Case Conference.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ○ **M**easureable ○ **A**chievable ● **R**elevant ○ **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks, I will practice listening touch & massage on at least 2 ~~Babies~~ different infants to ↑ parasympathetic response ~~and~~ while in the NICU	**Goal #1** At time of d/c, infant's parents ~~Parents~~ will demonstrate ~~S~~ at least 5 caregiving activites to ~~be~~ complete with infant. to help ease transition back home
6-month professional NTMC goal In 6 mo, I will consistently incorporate listening touch & massage during parent education opportunities for ~~@~~ at least 80% of ~~the~~ time when appropriate.	**Goal #2** In one week, infant's parents will ~~Begin~~ demonstrate indepence with listening touch and massage for at least 2 treats. to ↑ parent bonding & experience w/ infant
1-year NTMC professional goal In 1-year, I will provide listening touch & massage education ~~Begin~~ to at least 3 additional & relevant hospital staff members to better support our infants while in NICU.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart • **M**easureable • **A**chievable • **R**elevant • **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal Incorporate LTM into cares routine with all babies to ↓ stress signs/response.	**Goal #1** Parents will demonstrate 5 different care tasks for their baby.
6-month professional NTMC goal 80% of nursing staff will demonstrate hug/tuck/roll for positioning/transferring.	**Goal #2** Parents will demonstrate I Love You massage independently.
1-year NTMC professional goal 100% of NICU therapy staff will demonstrate LTM independently.	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart • **M**easureable • **A**chievable • **R**elevant • **T**ime-Based

NTMC Professional Goals	**NTMC Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal Incorporate hold hug roll in my daily cares for NICU babies. on 3 different babies - in 2w.	**Goal #1** Teach 2 parents hold, hug, roll for repositioning in the bed + the principle of why it is neuroprotective in 1 month.
6-month professional NTMC goal Provide a [redacted] + [redacted] poster presentation for NICU + L+D staff at hospital at our skills fair in Sept.	**Goal #2** Teach a parent a basic back, leg, + arm Listening Touch Massage in 2months

1-year NTMC professional goal

Teach my coworkers (1 OT, 1 ST) the Listening Touch Massage for back, leg, arm and abdominal massage, in 1 year.

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart • **M**easureable • **A**chievable • **R**elevant • **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks, I will practice side-lying diaper changes on 75% of the infants on my caseload.	**Goal #1** Prior to discharge, parents will be able to independently perform a sidelying diaper change in a supportive + developmentally appropriate manner.
6-month professional NTMC goal In 6 months, I will confidently and competently incorporate the Listening Touch Massage into the care plans of 90% of the infants on my caseload (as medically + developmentally appropriate).	**Goal #2** Prior to discharge, parents will independently recognize at least 5 signs of infant stress, and be able to name and apply one supportive strategy to reduce stress.

1-year NTMC professional goal

In one year, I will have initiated a quality improvement project in my NICU related to incorporating a massage protocol prior to ROP examinations.

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ○ **M**easureable ○ **A**chievable ● **R**elevant ○ **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal I will put a roll under nipple line in all late preterm babies during tummy time to help support their trunk to shift weight to posture.	**Goal #1** I will educate parents on importance of tummy time and show them how to support their babies lower posture by placing roll under nipple line x'
6-month professional NTMC goal I will preform massage on every eligable infant once a shift with Parents if available by 6 months.	**Goal #2** I will have parents of all infants be involved in 5 parts of the infants care as soon as mom is medically stable through the course of infants stay.
1-year NTMC professional goal I will be part of a unit wide education on improving positioning, transfering and massaging infants in a developmentally appropriate way by checking off each caregiver by 1 year.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart • **M**easureable • **A**chievable • **R**elevant • **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal ① Debrief ~~i~~ the multi-disciplinary team ② Incorporate three functional strategies into sessions	**Goal #1** ① ~~The~~ OT will incorporate teaching and practice of 'Hug, Hold, Roll' with parents 3 times within the next two weeks.
6-month professional NTMC goal ① Establish competencies within the therapy team to incorporate listening Touch massage in our NICU	**Goal #2** ② I will teach parents the most appropriate strategies for appropriate and comforting touch for their infants with 100%
1-year NTMC professional goal ① Our NICU will use a multidisciplinary approach to apply the concepts of NTMC, consistently communicating ~~c~~ each other and with families	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ○ **M**easureable ○ **A**chievable ● **R**elevant ○ **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal in 2 weeks I will support a preterm infant in 2 handed cares to promote state regulation	**Goal #1** In 3 weeks, I will provide hand over hand family education to learn listening touch & massage with their infant
6-month professional NTMC goal in 6 months I will evaluate, treat and complete all discharge, family education + training with an infant <32 weeks of age to support neurodevelopmental care + parent bonding ~~and infant~~	**Goal #2** In 1 week I will support / coach family member to provide 2 handed cares with RN.
1-year NTMC professional goal In 1 year, I will act as a mentor to newer staff to promote and inform hands on Listening touch and massage practices into daily care for appropriate infants in NICU environment and additional units in hospital where infants are housed	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ● **M**easureable ● **A**chievable ○ **R**elevant ○ **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal Inquire with NICU staff re: possibility of trialing Joey wraps.	**Goal #1** Incorporate education to continue skin to skin at home & alternating crib orientation with all discharge education
6-month professional NTMC goal Incorporate a ~~NTMC~~ massage goal for all NICU pts for which it is not contraindicated.	**Goal #2** Utilize standing transfers during sessions with caregivers.
1-year NTMC professional goal Provide ongoing education to NICU staff re: standing transfers & ~~basic~~ NTMC LT massage techniques.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ● **M**easureable ● **A**chievable ● **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal I will "just be" before beginning any maement/task with 5/5 babies, 10 consecutive sessions.	**Goal #1** I will explain 3 benefits of listening Touch Massage to caregiver within first 2 sessions.
6-month professional NTMC goal I will be able to perform 4/4 listening massage strokes and 5/5 trigger point releases w/o stress signals for 10/10 babies.	**Goal #2** I will train 4 sets of caregivers in providing ~~info~~ listening touch massage to their baby within 6 months.
1-year NTMC professional goal I will be able to complete 2/2 STGs within alloted time frame as well as complete 30 minute therapeutic session with <3 stress signals throughout for 4/5 babies, 10x.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

Smart ○ **M**easureable ● **A**chievable ● **R**elevant ● **T**ime-Based

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal ~~Within 2 weeks, I will incorporate Safe transfers with skin-skin contact~~ Within 2 weeks I will practice developmental care by providing frontal pressure	**Goal #1** - Just be with infants - get rid of stress before working with infants
6-month professional NTMC goal - collaborate with RN(s) - collaborate with team	**Goal #2** In 6 months I will feel confident assisting with 2 person cares and infant massage
1-year NTMC professional goal Feel confident in my skills to provide education to RNs, families and others who are not aware.	

Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION