Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

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

Specific

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 Practice on neonates 32-40wks "Be" & recognize "cues" with handling intervention min @ least 20x Become expert applying techniques learned prior to teaching parents	**Goal #1** I & U, tx constipation ā giving glycerin sup.
6-month professional NTMC goal Compassionately adapt to neonates responses c every care Implement listening touch massage using alignment parent	**Goal #2** Recognize stress response neonates ā moving forward c healing touch ie ANS vs PNS S/SX Empower parents by role model & teach to become proficient themselves implementing
1-year NTMC professional goal Collaborate c UBC to order wraps for mom/baby for skin-to-skin holding supportively ↓ hand sew ↓ get $ /donation	

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

CREATIVE THERAPY CONSULTANTS
INFANT-DRIVEN EDUCATION

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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 the next 2-wks, practice and engage on supportive positioning Hold, Hug + Roll.	**Goal #1** Developmentally supportive positioning
6-month professional NTMC goal Within the next 6-months, Have 5 NICU RNs trained to perform Listening touch massage.	**Goal #2** Incorporating Listening touch massage in our Level III unit.
1-year NTMC professional goal Within a year have 100% of NICU RNs successfully trained to do Listening touch massage.	

Example SMART Goal: In 4 weeks, I will practice (insert NTMC principle or practice) on 20 different infants.

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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 Therapist will create handout on benefits of massage for family and infant and provide by discharge to promote family centered care.	**Goal #1** Family will perform 2-3 skills (handling, diaper change, massage, etc) during touch time to promote family centric care.
6-month professional NTMC goal Therapist will facilitate skin to skin transfer x 10 times to promote family holding during hospitalization.	**Goal #2** Parent will demonstrate arm ~~[illegible]~~ massage stroke to perform with infant. to facilitate hand to mouth for self soothing.
1-year NTMC professional goal In 1 yr, I will train 50 families principles of neonatal massage.	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

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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, NTMC philosophies will be applied and incorporated into VON QI project around reducing pain through massage, skin to skin and "just be" practices at next VON workgroup meeting.	**Goal #1** I will ask parents when they are holding skin to skin and not if they want to. I will educate about the importance of skin to skin touch.
6-month professional NTMC goal In 6 months, our unit will begin implementing skin to skin wraps to facilitate STS support for parents.	**Goal #2** As a nurse educator, I will implement "hold, hug and roll" and "just be" teaching into curriculum for new graduate nurses starting in the unit this summer.
1-year NTMC professional goal In one year from now, our unit will implement a neonatal touch and massage protocol and use techniques such as "hold, hug and roll", "Listening touch massage" and the "I love you" massage with all babies.	

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

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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 Practice arm, leg & back massage to 10 babies, 2x/wk	**Goal #1** Teach 2 parents arm, leg & back massages, demonstrating competence by independently performing massage on their baby after 3 training session.
6-month professional NTMC goal Perform Listening Massage on 30 babies & teach 5 parents to improve parent-infant bonding & long-term developmental outcomes	**Goal #2** Teach 15 parents, arms, legs, back massage, demonstrating competence by independently performing massage on their baby after 3 training sessions
1-year NTMC professional goal In 1 year, I will teach 5 RN's Listening Massage to promote neurodevelopment & reduce negative developmental outcomes.	

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

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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 Do swaddle bathing on 1 baby c̄ in (if c̄ in applicable parameters). Next 2 wks. using hold-hug-roll, flexion, containment, and alignment ... arms → trunk → legs → bum, back then (separate H_2O) clean + dry head.	**Goal #1** Reinforce parent centered care in regards to sharing statistic of % of positive (comfort touch) in NICU being approx 5% or 1°/day - And enc. at least 3 families to do Kangaroo skin to skin care c̄ in next 2 wks.
6-month professional NTMC goal Increased proficiency applying frontal pressure & "just being" (prior to touch) Doing hold, hug, roll without thinking - part of my normal wiring with cares. Do twenty massages (prior to not teaching families how to do massage)	**Goal #2** Educ. (3) families in regards to touch boundaries/containment - and to touch babies skin is to touch their brain. Educate and use intentional touch c̄ 13 families, [having babes 24 - 36 wks]. Younger 24 wk - static touch. etc.
1-year NTMC professional goal Assessing c̄ fluidity & experience appropriate touch and massage interventions. Ex. tight hip during diaper Δ, implement leg stroke massage - or neck/shoulder rigidity hypertone - prior to bottle fdg, implement Arm stroke. Reading and responding to infant cues c̄ ~~profency~~ proficiency! Educating co-workers & massage families as well on these. Flexion, Containment, alignment & comfort,	

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

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2 family goals, 2 individual goals

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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 utilize massage (back, LE/UE stroke) on 2 babies in NICU or bridge clinic with in 2 weeks time	**Goal #1** I will be able to teach parents "hold, hug, roll" for cares and position changes on 3 babies in 2 wks Parent will ~~be~~ return demonstrate independent ~~understanding of~~ "hold, hug, roll"
6-month professional NTMC goal I will have ~~done~~ utilized massage on 20 babies in NICU or bridge in 6 months I will ~~become~~ be confident in using "hold, hug, roll" for all babie sizes in 6 months.	**Goal #2** 6? Parents will understand benefit of massage and return demonstrate massage techniques independently with in 6 months – 1 year.
1-year NTMC professional goal I will complete best practice review regarding benefits of massage and present to current team/leadership in 1 year. (Trial massage w/ NAS babies?) ± therapy team RCT Sadie & colleagues – massage and wt gain (MCT oil).	

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

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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 Remember new tips and tricks of infant massage and incorporate them	**Goal #1** To take more time and complete cares slowly and c pt cues
6-month professional NTMC goal To re-evaluate and remind myself of what I learned by going over content again.	**Goal #2** To show them how to massage their baby and the benefits of it.
1-year NTMC professional goal Incorporate some of these developmental care techniques in our Quality Improvement project for Von "All care is Brain Care" through UBC that is incorporating cycled lighting using SENSE.	

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

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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 want to encorperate parents into learning how to provide approp. hand hugs to preterm infants & work on & saying "Dont"	**Goal #1** • I want to work on my pressure & be comfortable ~~[illegible]~~ next 2-4 wks. with practices in the
6-month professional NTMC goal work w/ educating parents how to position babies approp. for their gest. age. during cares.	**Goal #2** • educate family & other professionals on our unit about massage benefits * Continuing to practice but just be moment. A 6 month goal as this feels something that I will need to work to create as a habit
1-year NTMC professional goal Look at talking with UBC To work on bringing this practice to our unit as a whole. & potentially look @ policy to build this in. over the next year I will provide NTM as many infants as I can. If approp. at least 1x's/shift.	

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

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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 start using my massage skill knowledge to do 10 massage sessions in the next 2 wks. These will be short times of massage ~~after~~ connected with care. I plan to be more intentional with care of babies	**Goal #1** To teach parents how to do the I Love You massage for babies with Constipation; during the next 6 months.
6-month professional NTMC goal I will have completed my 20 sessions and be teaching parents how to do the Listening touch massage and the I Love You massage. also want to teach peers "to touch skin is to touch brain."	**Goal #2** To teach parents the Listening Touch massage techniques to foster parent involvement during the next year. Goal to support them on the NICU roller coaster by empowering them with these skills.
1-year NTMC professional goal I plan to work with my peers @ SHMC NICU to make a massage protocol so that we can use our skills and knowledge from this class to benefit our babies and their parents. My other goal is to implement skin to skin wraps usage at SHMC NICU and I will assist with making these for the unit.	

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

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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 taking "Just Be" moments prior to every care and after repositioning with each patient	**Goal #1** I will teach each family I care for the importance of frontal pressure for calming ~~[illegible]~~ and how to Hug/hold/Roll.
6-month professional NTMC goal In 6 months I will teach 3 coworkers how to do Neonatal massage.	**Goal #2** I will encourage all parents I have taught frontal pressure/ Hold, hug; roll and neonatal massage to continue practicing and utilizing these skills.
1-year NTMC professional goal In one year I will have fully incorporated NTMC practices into my routine by providing massage daily to my patients 32w+ older and hold/hug; roll in my handling of patients.	
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

Name: LYROL GONZALES FABIAN

Profession: RN

Total Years of Experience: 36 Years of NICU Experience: 32

Favorite Webinar: Neonatal Skin Touch, Brain & Sensory

Massage Strokes

Hold, Hug, Roll	Back Stroke
Arm Stroke	Leg Stroke
I Love yoU	

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Neonatal Touch & Massage Certification

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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 share materials w/ fellow nurses, in the importance of touch being with (mindful) & how it affects brain dev.	**Goal #1** Be comfortable supporting baby
6-month professional NTMC goal Do 20 massages practice skills w/ grandniece & cousins who have babies. Teach parents to do touch/ massage	**Goal #2** Give massage, listening touch arm, leg, back
1-year NTMC professional goal Continue education/updates, keep practising skills Impart/Spread NTMC certification to fellow nurses.	

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

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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 continue to practice ~~continue~~ to Developmentally appropriate care, teach massage to parents as appropriate. Do Sidelying diaper d's!	**Goal #1** Hold Hug & Roll positioning/Handling to parents starting immediately & standing transfer for KC
6-month professional NTMC goal In 6 mo I will teach 10 parents mini swaddled immersion bathing — (depends on my assignments & gest. age of Babes)	**Goal #2** teach listening Touch massage on my babies > 32 wks
1-year NTMC professional goal Retire ☺ But before I do, teach as many parents, new staff (& old) proper positioning, swaddled bathing & massage. Encourage Zone (staff) to take this course! I think it should be mandatory for all NICU staff ☺	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

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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 integrate massage into each hands on care time	**Goal #1** teach benefits of massage
6-month professional NTMC goal teach coworkers how to massage and benefits of it.	**Goal #2** Encourage hands on experience from parents to infants to encourage bonding
1-year NTMC professional goal teach massage techniques at skills fair for our unit	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

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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 Talk to + person per day about something I learned during this certification course as a way to drive home my education & encourage others to take this course.	**Goal #1** Skin to skin recommendation (40 +40) 3mos (term) 6mos (post term) will be added to my de teaching for each family. (100%)
6-month professional NTMC goal I will model "hold hug rail" with each 100% mom I assist with breastfeeding when mom is not able to transfer her own baby for medical reasons.	**Goal #2** Flexion of legs will be included in 8/10 breastfeeding assists.
1-year NTMC professional goal I will petition for every RN in our NICU to take this course and see 50% compliance over the next year. I will do this by presenting research to my managers & unit educator.	

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

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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 engaged in Infant massage with 4 identified appropriate infants.	**Goal #1** In two weeks, Parents will be able to identify stress cues within their baby to support/set stage for implentation & pause of Infant massage. In two weeks, parents will be (I) w/hold, hug, roll to support & regulated transition
6-month professional NTMC goal In 6 months, All referred NICU grads/infants on my caseload will participated in massage. to support Regulation, engagement, and development of age appropriate ADL's.	**Goal #2** Parents to be independent w/reading stress cues and (I) w/ implementation w/Infant massage to support Reg. & engagement in age approp. ADL's.
1-year NTMC professional goal -Protocol in place to support parent ed & participation in identified Infants referred to ESIT program.	-Infant massage, -skin to skin, -hold, hug, roll, -use of contact w/Caregiver

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

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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 Practice my 20 massages before Parent teaching	**Goal #1** ① be better about educating & encouraging "care practices" with every care time (based on gestational age)
6-month professional NTMC goal Implementing parent teaching/education on NTMC	**Goal #2** ② Implement the I ♡ U massage more regularly in my practice
1-year NTMC professional goal Potentially work with PT/OT and our UBC on implementing NTMC into a unit policy. Also use this information when orienting new employees to the unit (I present alot :)	

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

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INFANT-DRIVEN EDUCATION

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Specific Attainable

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 - Be more aware of changing which side HOB is + alternating. - Practice Back massage (or other appropriate massage technique) on 1 baby if appropriate for baby.	**Goal #1** Encouraging both moms and Dads to hold skin to skin for longer. I notice that parents tend to swaddle hold as baby gets older. Importance of continuing skin to skin up to 12 months post term
6-month professional NTMC goal Meet the goal of practicing + becoming proficient in infant massage on 20+ babies as appropriate	**Goal #2** Eventually, after I become more proficient myself, teach parents Back massage, Arm/Leg massage, ILU massage.

1-year NTMC professional goal

Teach techniques to parents + Preceptee's

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

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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 perform backstrokes in 10 sessions to improve my confidence in providing postive touch to infants in the NICU.	**Goal #1** I will teach 2 caregivers how to facilitate calming in 2 different ways in the next 2wks to improve caregiver competency with infant soothing.
6-month professional NTMC goal In 6 months, I will teach 10 caregivers how to provide massage to their infants in the NICU setting.	**Goal #2** I will facilitate 1 skin to skin transfer each month during the next 6 months to improve caregiver comfort with holding in the NICU setting.
1-year NTMC professional goal In ~~the~~ one year, I will teach 10 nurses and 25 caregivers how to provide massage to infants in the NICU setting.	

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

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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 Provide neuroprotective/neuropromotive care to each infant I encounter.	**Goal #1** Teaching parents in infant cues and providing neuroprotective care.
6-month professional NTMC goal I want to be an expert at infant massage.	**Goal #2** Teaching parents how to provide massage to their infant.
1-year NTMC professional goal I would love to be confident enough to teach colleagues the benefit of infant massage. I'm looking forward to empowering families to provide infant massage.	
Example SMART Goal: In 4 weeks, I will practice (insert NTMC principle or practice) on 20 different infants.	

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Specific **S**mart ● **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 On my baby dolls Drain lymphatic system & direction of drainage • scapulae • digestive system • ilium	**Goal #1** ~~Perform 10 massages within 60 days~~ Reiterate skin-to-skin recommendations for every parent
6-month professional NTMC goal Parent will be able to demonstrate up to 3 massage strategies to implement at home	**Goal #2** Teach 10 families massage within 6 months
1-year NTMC professional goal Rework NICU Follow-Up Clinic cadence include skin-to-skin handouts for parents at first visit	

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

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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 the ~~hug~~ hold, hug, roll on 5 different infants.	**Goal #1** In 2-4 weeks, I will teach a parent/caregiver the ~~hug~~ hold, hug, roll on 5 different infants (w/ 5 different ~~families~~).
6-month professional NTMC goal In 6 months, I will practice the listening Massage on 10 different infants. Additionally teach parents/ caregivers.	**Goal #2** In 3-6 months, I will ~~engage~~ encourage at least 10 different families/ caregivers to hold skin to skin and help c standing transfers.
1-year NTMC professional goal In 1 year, I will implement @ least 5 strategies learned during the course on 30 different infants. → (Swaddle bath, massage, handling, standing transfer, 2 person carry) consistently	

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

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Goals

Remember to keep your goals **SMART**!

Smart (specific) ● **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 practiced massage on 5 infants.	**Goal #1** W/in 6mo I will have supported at least 5 families to engage in listening touch massage w/ their infants.
6-month professional NTMC goal In 6 months I will feel proficient in providing caregiver support & education for listening touch massage.	**Goal #2** Whenever infant is appropriate & meets criteria I can advocate for education & engagement of parents w/ listening touch massage.
1-year NTMC professional goal In one year I will assist with maintaining an updated & EB massage program on the unit.	

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

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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 be intentional in offering wholistic care, by offering safe Listening touch massage 20 times once going back to work by June 14th.	**Goal #1** I will teach parents how and why to offer appropriate touch/handling approprate for Dx and gestation with hand hugs and Listening Touch Massage as well as the Hold, Hug Roll with handling I will teach this 20xs in the next month.
6-month professional NTMC goal TO offer education to parents and empower every parent that comes to the NICU in the touch they offer for their baby because it has become routine part of the care that I offer in 6months.	**Goal #2** In 6mo I will feel confident, in the education I give parents and the Listening Touch massage I give all babies that are not contraindicated.
1-year NTMC professional goal In a year I will continue education, help my unit implement the wrap for holding intubated babies and continue to offer wholistic care.	

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

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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 hold, hug, roll with every baby going forward in my career ↳ use hold, hug, roll with 4 of my babies in the next 2 weeks (SMART goal)	**Goal #1** Teach parents of 2 babies about Pressure points and how hold, hug, roll can be of benefit for their baby
6-month professional NTMC goal Teach at least 1 set of parents how each work week to perform NTM correctly and have them perform the massage / witness the benefits	**Goal #2** ~~Encourage~~ Teach / encourage / witness 1 set of parents each work week perform massage on their infant
1-year NTMC professional goal - increase education on Sacred Hearts NICU on neonatal touch and massage with pamphlets, emails with attached resources, and potentially a class. ↳ hoping this would lead to increase of neonatal massage in RN practice whether certified or not	

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

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Specific

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 start right away putting into practice the messages I learned today	**Goal #1** Encourage my parents to hold skin to skin.
6-month professional NTMC goal I will do a minimum of 20 messages & will start to teach.	**Goal #2** Teach and support parents massaging their babies being goal directed
1-year NTMC professional goal Encourage & increase RN's giving massages in our NICU.	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

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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 Be intentional teaching parents 5 things they can do when caring for their baby - ↓ anxiety/stress	**Goal #1** Be intentional, present, eyes closed so as not to engage in anything away from baby in front of me.
6-month professional NTMC goal Become expert @ teaching families infant massage ↔ See their confidence grow as they learn to soothe their baby or help their infant relax in order to feed easier.	**Goal #2** Engage @ least 3 nurses on my shift - confidently teaching parents the art of infant massage.
1-year NTMC professional goal Having the majority of the nurses in my unit teaching parents massage.	

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

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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, leg or arm massage on four babies.	**Goal #1** In 6 months, I will practice teaching parents how to use positive/firm touch and not stroking.
6-month professional NTMC goal In 6-months, I will practice teaching coworkers how to use massage on our babies after completing 20 massages.	**Goal #2** In 6 months, I will practice teaching parents how to handle babie by rolling prone and side/side.
1-year NTMC professional goal In 1 year, I will practice using massages on NAS babies before cares to help get them to relax.	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

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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 - Neurodevelopment - To be mindful in how I approach the baby and provide positive touch. - Educating families on positive calm touch + its benefits	**Goal #1** Teach famiies correct listening infant massage to foster bonding and empower parents to soothe + calm their baby past the NICU Phase
6-month professional NTMC goal To feel proficient enough to (confident) teach families + co-workers	**Goal #2** Engage them in 2 person care ~~time~~ emphasising their importance ~~in~~ ~~parent~~ ~~baby~~ as parents + empowering them.
1-year NTMC professional goal To incorporate NTMC feeling confident in my skill + to teach it to families	

Example SMART Goal: In 10 weeks, I will practice (insert NTMC principle or practice) on 20 different infants.

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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 Morgan will provide appropriate infant massage to 10 patients in 2 weeks to promote normalization of tone, improved state control and increase my confidence in the listening touch massage strokes.	**Goal #1** Parent will independently demonstrate the "I love u" abdominal massage to the therapist following education over 2 therapy sessions.
6-month professional NTMC goal Morgan will teach 20 parents infant massage to increase bonding, improve confidence and improve long term outcomes in NICU patients in 6 months.	**Goal #2** Parent will demonstrate infant massage with minimal verbal cues from therapist to increase parent confidence as they approach discharge following 4 sessions with NTMC therapist.
1-year NTMC professional goal 80% of the The Cook Childrens NICU Therapy team will be certified in neonatal touch and massage and integrate it regularly in their therapy practice in 1 year.	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

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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 well practiced all the massage strokes 40 times by June 12th on 4 different infants. I will move away from supine diaper change to side lying diaper change by June 12th on all diaper changes.	**Goal #1** In 4 weeks, I well have educated my parents in massage strokes to 3 of the NICU babies.
6-month professional NTMC goal In 6 month, I will have made swaddle bath blankets and skin to skin swaddle wrap, to encourage more approprate care.	**Goal #2** By the end of July, parent will participate in skin to skin daily. Also educate the parents on the benifits of skin to skin.
1-year NTMC professional goal By 1 year I will have the process started to get the Neonatal touch and massage program started within my unit.	

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

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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 Talk with at least one pair of Be comfortable teaching massage/ touch within 10 min time frame including verbage and hands on massage technique.	**Goal #1** Parents per shift about neonatal massage and teach them how.
6-month professional NTMC goal Discharge each Pt (< 30 DAYS) with Parents Prepared and comfortable Providing massage and positioning to their baby and making sure they have	**Goal #2** Provide at least 1 comfort based treatment/touch per Pt per shift. Include parents when available.
The proper tools i.e. massage oil ect.	
1-year NTMC professional goal TO BE able to teach other PEDS/Nicu nurses how to do and teach neonatal massage and healing touch so it is more widely used at our hospital.	

Example SMART Goal: In 2 weeks, I will practice (insert NTMC principle or practice) on 3 different infants.
I work per diem.

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Specific.

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 practiced back stroke arm stroke, leg stroke + "I love you" massage during cares on 5 different infants, according to their cues.	swaddle. **Goal #1** I will teach parents to swaddle baby in a flexed, contained + aligned position, in order for baby to self-sooth
6-month professional NTMC goal In 6 months, I will be able to use the neurodevelopmental CARE umbrella according to my patient's gestational age to provide cares / assess cues.	Bedside skills Touch, intentional **Goal #2** I will teach parents the difference between firm but gentle touch using their arms to prepare for massage.
1-year NTMC professional goal In 1 year, I will facilitate a culture change in our NICU towards skin to skin to use wraps / gowns for mom/dad / proper transfer methods to maintain homeostasis in baby + make it more enjoyable for mom/dad + ↓ their anxiety.	

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

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