NTMC #	Question	Your Goal Response
NTMC25063	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In two weeks, I will practice the listening touch massages on 6 different infants over 34 weeks.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I six months, I will have taught 50 parents how to do the listening touch massage for babies 34 weeks and older.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year, I will have incorporated listening touch massage in my routine practice in 100% of my eligible patients 34 weeks and above.
NTMC25070	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	For treatment sessions over the next 2 weeks, incorporate hold, hug, roll when positioning and transferring out of crib/isolette when
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	To participate in at least 2 standing transfers with a parent utilizing techniques and set up as demonstrated in this course (I am not a primary OT in the NICU, I manage the team and pinch hit when coverage needed).
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	To observe at least 2 swaddle baths in the unit being completed (as this is something RNs and I am not in the nurseries on a daily basis).
NTMC25107	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In two weeks, I will have completed 5 infant massages with or without parent involvement to improve my skill set in neonatal touch massage.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In six months, I will have started the conversation with nursing management to create or purchase skin-to-skin wraps for parents to use to make skin-to-skin more beneficial and comfortable for families.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year, I will have provided education to 25 families regarding listening touch massage to improve family bonding and infant
	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 2 weeks, I will practice the Listening Touch Massage with 6 infants over 35 weeks PMA.

NTMC #	Question	Your Goal Response
NTMC25129	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months, I will consistently train 80% of parents of babies born under 35 weeks GA to perform the Listening Touch Massage.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year, I will develop a NICU wide policy/protocol on Listening Touch Massage and present it to NICU leadership.
NTMC25208	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 2 weeks, I will practice the arm stroke on 2 infants over 36 weeks PMA.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months, I will educate and guide 3 families the "i love you" abdominal massage.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 1 year, I will assist 5 parents/caregivers in a standing transfer for skin to skin hold of their intubated baby.
	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In the next two weeks I aim to start practicing the Listen Touch Massage techniques on babies on the unit. I will know I have achieved this goal if I feel confident enough to start teaching parents. In the next two weeks I would like to to be more hands on during swaddled bathing now that I feel more comfortable with this technique. I know I will have achieved this if the babies are more settled during bathing and staff see the positive effects of swaddled bathing. In the next two weeks I will start implementing tummy time at the end of nappy changes whilst parents are washing their hands to start implementing some tummy time during awake time. I will know I have achieved this when parents confidence with tummy time increases through verbal feedback.

NTMC #	Question	Your Goal Response
NTMC25209	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In six months from now, I will be integrate Listening Touch Massage for relevant babies and patients into my practice on the neonatal unit for parents and babies. I will collect parent feedback through verbal or questionnaires to see whether parents feel this is an important part of their care and whether they feel following massage their baby has benefitted from it and parents feel it has helped them bond. In six months from now, I will start implementing standing transfers into routine practice on our neonatal unit. I will know I have achieved it when nurses are comfortable teaching this to
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year from now Listening touch massage will be fully integrated on the neonatal unit and I will aim to have massage groups where parents who have had 1:1 teaching sessions on massage can join and not only bond with their baby but other parents on the unit swell. In one year from now I will aim to have side-lying nappy changes becoming routine practices on the neonatal unit. I know this will be achieved when nurses are routinely doing them and both therapist and nurses are teaching parents this technique and can see the benefit in reducing the impact of stress on the baby.
NTMC25219	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	S - To complete 20 massages to increase knowledge & confidence. M - Knowledge & confidence increase. A - Neonates & newborns available to assess & perform massages. R - Training reinforced. T - able to complete in a two-week period.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	S - Be able to successfully teach parents how to perform touch to enhance bonding. M - Parents confidence in caring for their infant's increase. A - Parents availability to participate in cares & be able to successfully apply teaching. - R - Parent & infant bonding increases. T - Parents visiting and increasing their confidence in caring for the neonate throughout their infant's stay in the NICU

NTMC #	Question	Your Goal Response
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	S - To help in changing the statistics within the NICU of positive touch M - Infants vitals before and after positive touch A - Staff being mindful upon approaching & touching infants, agreements and education to staff R - Statistics show a need T - Time for mindsets to be change and teachings to put into practice.
NTMC25241	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In two weeks, I will practice each of the three strokes (as necessary) on 3 different infants over 32 weeks gestational age.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In six months I will train all high-acuity nursing staff in the standing transfer of infants on high frequency jet ventilation.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year I will implement a QI project implementing mandatory 2 person care-giving for all infants under a certain gestational age or weight
NTMC25243	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In two weeks, I will use the hold hug roll technique on at least 90% of my patients to reposition, lift, or transfer them.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months, I will confidently practice the Listening Touch Massages on at least 20 infants that are 32 weeks and older.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year, I will train all therapists that are orienting to my unit how to perform the Listening Touch Massages on appropriate infants.
NTMC25253	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 2 weeks, I would like to practice 5 listening touch massages, even if just partial ones depending on the infant's tolerance.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months, I would like to have taught 5 coworkers and 10 parents how to complete a listening touch massage.

NTMC #	Question	Your Goal Response
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year, I would like to establish a "skills day" course for my fellow nurses to help them practice a listening touch massage and an I love you massage. As well as how to complete the hug and roll technique, side lying diaper changes, and standing transfer for kangaroo care.
NTMC25260	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In two weeks, I will have completed at least 5 practice sessions of Listening Touch Massage.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In six months, with permission from the NICU department, I will have incorporated a skin-to-skin wrap on at least 3 parents holding their babies
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year I will participate in a nursing education session to teach nurses principles of intentional, nurturing touch and incorporating
NTMC25264	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 2 weeks, I will practice the Listening Touch Massages on five different infants that are over 37 weeks PMA.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In six months, I will complete education to 5 parents to provide Listening Touch Massages with good teach back (requiring no verbal cues
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year, I will provide education to at least 10 nurses on swaddled bathing techniques with good teach back (requiring no verbal cues on
NTMC25266	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 2 weeks, I will practice LTM on 6 different term infants in the PICU.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Within 6 months I will educate/instruct at least 5 parents of PICU babies on Listening Touch Massage.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Within one year I will educate/instruct at least 5 PICU nurses on Listening Touch Massage.

NTMC #	Question	Your Goal Response
NTMC25289	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 2 weeks I will practice Listening Touch and Massage on 5 different infants over 33 weeks corrected gestational age.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months, I will provide Listening Touch and Massage education/inservice to 5 other nurses on my unit.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year I will implement monthly Listening Touch and Massage classes for families in my NICU.
NTMC25290	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In two weeks, I will practice the Listening Touch Massage on 4 different infants prior to their oral feeding.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months, I will teach Listening Touch Massage to 2 different families to improve feeding developmental outcomes
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year, I will help my NICU SLP team establish a developmentally prefeeding care plan including skin to skin, oral care, and family centered touch (two person caregiving, hand hugging, and sidelying diaper change).
NTMC25296	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	S: Learn about current massage practice. (massage oil in clean utility closet) M: A: Ask current educator. look up policy stat R: groundwork to find out possibilities T: 7/7/25
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	S: Procure 20 skin-to-skin wraps in my unit. M: 20 wraps A: Talk to Ann G about sewing guilds. Washers already in unit so washing is easy. R: will facilitate skin to skin in the unit in general but also specifically for standing transfers with small babies. T:Jan 2026

NTMC #	Question	Your Goal Response
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	S: Teach charge nurses and team leaders standing transfers M: 3 main charges and 90% of TLs A: Targeted teaching during various shifts R: increase rates of STS with small baby population T: Dec 2026
NTMC25297	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will have meeting with NICU nursing care manager within next 2 weeks to present education, research, and list of recommended possible oils to
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will educate all other therapists working in our NICU the importance and purpose of using hold, hug, and roll while caring for our patients over the
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will have necessary meetings and provided supported research to implement use of skin to skin wraps within the NICU over the next year.
NTMC25307	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 2 weeks I will practice Listening, Touch and Massage on at least 4 infants who are at least 35 weeks PMA. In 2 weeks I will practice I Love You massage on at least 4 infants who are over 35 weeks PMA.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months I will have provided parent training on doing Listen, Touch and Massage to at least 10 parents with infants at least 35 weeks PMA.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year I will have practiced and shared with at least 6 other NICU bedside staff Hold, Hug and Roll techniques to provide during
NTMC25310	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 2 weeks I will practice I Love You massage on 3 infants over 35 weeks PMA.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months I will efficiently and confidently with my team, teach 5 families skin to skin holding.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year, I will educate our neonatal nursing orientation group how to complete the hold, hug and roll technique for transfers and movement.

NTMC #	Question	Your Goal Response
NTMC25311	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In two weeks, Christine will independently engage in the Listening Touch massage on four different infants over 35 weeks PMA.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In six months, Christine will educate four nurses and four families on implementation of the listening touch massage.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year, Christine will create updated an family handout reviewing strategies for nurturing touch for parents in the JHACH NICU.
NTMC25322	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In two weeks, I will discuss recommendation and benefits of skin-to-skin until 6 months corrected age for 3 or more families in Newborn Follow-Up
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In six months, I will teach 40 or more families The Listening Touch Massage as part of home exercise program to support their infant's developmental motor skills as evidenced by caregiver demonstrating back,
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year, I will incorporate concepts of Trauma Informed Care to guide interactions with caregivers and support overall development
NTMC25323	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will practice Listening Touch and Massages on three different infants over 38 weeks PMA in two weeks.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will provide listening touch and massage education to four different parents/ caregivers for infant over 37 PMA in six months.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will provide parent education on listening touch and massage to cardiac caregivers on 4 different infants over 35 PMA in 1 year.
NTMC25327	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Introduce NTMC to families on the unit and teach them 1 new skill each time I am allocated to look after that family and their baby.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Will have completed all of my 20 practice massages and will ask for feedback from colleagues and families on the neonatal unit.

NTMC #	Question	Your Goal Response
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Be confident with neonatal massage so that I can teach other staff members and confidently educate parents so that neonatal massage is
NTMC25328	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	To utilise appropriate touch and massage techniques to provide appropriately supportive nappy changes for 4 different gestation (<30/40,
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Over the next 6 months I will use touch and massage techniques to help regulate 6 different unsettled babies (ie NBM baby, NAS baby, unsettled
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In my role as NNU clinical educator I will teach touch and massage techniques including: -wrapped bathing -hand hugs -hug/hold/roll -side lying nappy changes -supported temperature taking to all new starters on our NNU during the next 12 months.
NTMC25365	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In the next 2 weeks, I will intentionally use the "hold/hug/roll" during my sessions for at least 10 babies.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Within 6 months, I will teach and lead 5 different parents how to perform a standing transfer for skin-to-skin holding.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Within 1 year, I will work with nursing leadership to create and implement a guideline for ordering, using, and laundering skin-to-skin holding bands
NTMC25366	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In two weeks, I will practice the Listening Touch Massage on at least 2 babies newborn -40 weeks.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In six months, I will collaborate with other NICU therapists in instructing 5 parents with late preterm infants in the LIstening Touch Massage.

NTMC #	Question	Your Goal Response
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	in one year, I will continue to integrate the use of Listening Touch Massage with at least 20 families of late preterm infants.
NTMC25369	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will practice listening touch massage on back, arm and leg to 8 stable infants to improve skill and prepare to teach parents.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will create developmental corner/bulletin board with information regarding areas of focus for developmental care (e.g., side lying diaper changes, massage foot prior to heal sticks, etc) to be updated/changed
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will create a proposal with for administration to provide skin to skin wraps for my unit with information regarding how to purchase/create wraps and information and research regarding benefits of wraps
NTMC25370	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 2 weeks I will practice Hug, Hold, Roll technique on at least 6 different babies at each care time when changing positions.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months, I will practice Listening Touch Massage at least 3x a week on different infants.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 1 year, I will create a protocol and obtain at least 2 wraps for our unit, in order to incorporate skin to skin using wraps with caregivers.
	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 2 weeks, I will perform Listening Touch Massages on greater than 5 infants over 35 weeks PMA and will document the response to evaluate
NTMC25374	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months, I will educate at least 10 parents/caregivers on the principles of Listening Touch Massage and assist them in providing massage
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Within 12 months, I will provide Listening Touch Massage to at least 30 medically stable infants across the NICU, CVICU, and PICU, documenting their tolerance and response (e.g., vital signs, behavioral cues) to help guide future implementation and justify the importance of positive touch.

NTMC #	Question	Your Goal Response
NTMC25415	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 2 weeks, I will practice the Listening Touch Massage on 2 infants over 35 weeks PMA.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months, I will teach standing transfers to 4 caregivers.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 1 year, I will collaborate with nursing leadership on educating nursing on standing transfers of infants in cardiac ICU.
NTMC25422	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Over the next two weeks I will provide the " ILU massage technique" to 4 babies who caregivers report having difficulty with bowel movements, gas, colic, and tension to improve gut mobility, elimination, and reduce
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Over the next 6 months I will teach 10 families Listen Massage techniques to improve muscle tension, regulation, and sensory responsiveness.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Over the next year I will incorporate teaching of the Listening touch massage to 40% of the families I see in the outpatient setting and
NTMC25426	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	1. In 2 weeks I will practice the assessment of baby response to the initiation of Listening Touch Massage on 4 different infants over 32 weeks PMA and recognize when to hit refresh and stop intervention response to baby's cues. 2. In 2 weeks I will teach the Listening Touch Massage to the family of 4 infants over 35 weeks PMA 3. In 2 weeks I will educated the NICU therapy team how to improve the standing transfer with the VLBW to continued then education through the NICU staff
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months I will educated 80 % of the nurses working with the VLBW infants, to work as a team for a 4 hands caregiving when parents

NTMC #	Question	Your Goal Response
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year, I will have a sustainble plan to initiate KMC, 80% of the VLBW infants at least by 3 day of life after individual assessment