NTMC #	Question	Your Goal Response
NTMC25163	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 provide gentle, developmentally supportive massage to at least 6 medically and developmentally appropriate infants in the NICU, using neonatal touch and massage techniques.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 6 months, I will provide listening touch and massage a minimum of 20 times on a range of 32-40 week gestation infants.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In one year, I will complete a minimum of 2 CE hours directly related to MTMC.
NTMC25203	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 implement therapeutic listening massage on 2 babies that are medically appropriate/age-appropriate in the green zone >35 weeks PMA. In two weeks, I will develop a handout to provide to parents on stress cues/signs in prep for Listening Touch Massage and parent/caregiver bonding and provide to 4 caregivers with education and demonstrate carry over with Min A.
	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 develop a presentation to educate nursing, therapy, doctors and staff on stress cues, therapy. purpose, and Listening Therapeutic Massage with practice/demonstrate to 10 staff members and demonstrate carry over to babies with Supervision assist.
	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 regularly perform Listening Touch Massage in my practice field and integrate into positioning with lactation with mothers/infant feeding and be able to participate in lactation/feeding meetings with. mothers/babies at the hospital while integrating my positioning recommendations with Supervision assist.
NTMC25284	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 2 weeks, I will practice the Listening touch massage to promote quiet alert state prior to feed on 5 infants 34 weeks or older.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In six months, I will teach 10 parents or caregivers the I love you massage prior to feed.

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 teach at least 50% of patients caregivers listening touch massage to assist with parent involvement and engagement with their baby's care
NTMC25288	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	Pick one patient to perform massage on at least once a day for the next two weeks.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	Incorporate the hold, tuck and roll technique in my teaching in the next new-employee orientation class.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Research and present a new non-inflammable oil to be stocked in the NICU intended to be used for infant massage. Present an SBAR to the Director of Nursing to host a NTMC class in person at Phoenix Children's Hospital.
NTMC25428	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will complete 20 practice sessions of listening touch massage with at least 5 being observed by a coworker who has 5+ years NTMC experience over the next 2 weeks.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	I will facilitate a department guideline for use of oil in our NICU in the next 6 months.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	I will facilitate at least 5 other staff members to take the NTMC course in the next year.
NTMC25439	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 will practice the ILU massage on at least 5 appropriate babies. In the next two weeks, I will do the hold, hug, and roll technique with 75% of the babies I handle.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In the next 6 months, I will teach at least 10 families how to do the ILU massage prior to discharge. In the next 6 months, I will teach the Listening Touch back stroke massage to >50% of the families I work with,
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	Within the next year, I will have a recommended emollient for massage stocked on our unit.
	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In two weeks, I will practice the listening touch massage on 20 babies so that I can implement the massage in parent education sessions.

NTMC #	Question	Your Goal Response
NTMC25440	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 6 months, I will teach five nurses about the Hold Hug Roll strategy to improve patient handling in the NICU.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In one year, I will teach parents about swaddle bathing to decrease patient stress during bathtime in the NICU.
NTMC25445	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 discussed with our educator and manager 2 person care and swaddle bathing implementation on our unit.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In six months, I will have practiced the listening touch massage on 20 infants above 35 weeks.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In one year, I will help write a policy reflecting two person care for all critically ill (red zone) infants.
NTMC25449	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 2 weeks I will be able to have practiced with 20 infants before educating my parents.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In six months I will be able to educate half of our units neonatal nurses on one type of neonatal massage
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In one year I will be able to educate our whole units neonatal nurses on one type of neonatal massage
NTMC25450	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 will assess all of my assigned patients at least once using the Neurodevelopmental care umbrella to determine if they are candidates for a listening touch massage.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In the next six months, I will perform a minimum of 20 listening touch massages to my patients as appropriate, solidifying my knowledge and growing confidence to be able to help teach parents.
	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 5 parents on how to perform the listening touch massage and share the benefits of doing so with them.
NTMC25458	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 2 weeks, I will educate parents on safe handling and positioning by providing hands on demonstration and educational handouts.
	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 provide nursing and physician education on safe feeding practices by demonstration and providing evidenced based research practices.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In one year, I will implement infant-based feeding program in the NICU by providing evidenced based practices to nursing and staff.

NTMC #	Question	Your Goal Response
NTMC25459	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In two weeks, I will practice the listening touch and massage on five different babies within the green zone at 35 weeks PMA and older.
	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 demonstrate competence in providing listening touch and massage to 80% of babies on caseload within yellow and green zones (not those who are contraindicated).
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year at our developmental skills fair, I will teach 75% of our staff proper use of developmental care tools (dandle roos/prone rolls) for optimal positioning and to assist in containment during care.
NTMC25460	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In two weeks, I will implement Listening Touch Massages on 5 infants in the NICU that are >35 weeks.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 6 months, I will continue to implement Listening Touch Massages regularly in addition to educating families.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In one year, I will add additional continuing education as part of my growth with Infant Touch and Massage.
NTMC25461	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In two weeks, I will implement the Listening Touch Massage on 5 different infants over 35 weeks PMA in the NICU.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 6 months, I will implement the Listening Touch Massage on a regular basis to infants over 35 weeks PMA.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 1 year, I will complete at least two continuing education courses directly relating to NTMC.
NTMC25462	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 at least 1 Listening Touch Massage technique (back, arm, leg) on 3 different infants over 40 weeks PMA. (I work with NICU grads).
	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 discuss at least 5 different neuroprotective or neuropromotion based techniques with parents of at least 2 NICU grads in order to help them with supporting their infant's development.
	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 teach at least 5 families the listening Touch Massage in order to increase parent's participation in their child's care.
	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 2 weeks, I will practice LIstening Touch and Massage in the NICU to help my infants feel less stressed before feeding.

NTMC #	Question	Your Goal Response
NTMC25463	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 2 weeks I will practice the Listening Touch Massages on 4 different infants over 35 weeks PMA in my NICU.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 6 months, I will continue to use LIstening Touch and Massage to help my NICU patients with neuroprotective, developmental skills.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 6 months I will practice the Listening Touch Massages on 4 different infants over 35 weeks PMA in my NICU.
	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 utilize the use of Listening Touch and Massage to help my NICU patients maintain ANS and decrease stress response.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 1 year I will practice the Listening Touch Massages on 4 different infants over 35 weeks PMA in my NICU.
NTMC25464	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 begin utilizing and practicing on at least 5 appropriate patients to increase familiarity and confidence in application.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 6 months, I will implement listening touch and massage on at least 10 appropriate patients to continue application of lessons.
	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 utilize and practice on appropriate patients to continue to increase familiarity and confidence in application.
NTMC25465	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In two weeks I will practice I love you massage on four different infants over 34 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 teach parents hold, hug and roll techniques to reduce stress cues in infants and assist families with feeling comfortable with handling Baby.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In one year I will be proficient in I love you massage, listening touch massage and handling techniques with infants .
NTMC25466	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In two weeks I will be practicing the Listening Touch Massage lessons on at least 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-	In six months I will continue to use Listening Touch Massage on all or most infants over 35 weeks PMA that I see in the NICU.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In One year I will continue to practice Listening Touch Massage on my infants over 35 weeks PMA in the NICU.

NTMC #	Question	Your Goal Response
NTMC25467	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 arm, leg and back and massages to increase confidence on all techniques. In two weeks, I will practice I love you massage and swaddling to increase my skills to max potential.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	I will implement massages learned on a daily basis to increase patient's outcomes.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	Continue to utilize massages learned and teach families how to implement them to increase their connection with their baby.
NTMC25468	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In two weeks, I will provide massage to 4 infants 34 weeks or older.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 6 months, I will teach 6 families how to complete hug, hold and roll when transitioning babies within isolette or open crib.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In one year, I will teach 15 nurses how to complete hug, hold, and roll when transitioning babies during their nursing assessment.
NTMC25469	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In two weeks, I will practice the Listening Touch Massage on six different infants in the grow and develop zone.
	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 confidently teach half of my patient case load parents and caregivers on how to effectively provide back strokes, arm strokes and leg strokes.
	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 a group skills fair for more than 75% of our daytime and evening nursing staff to properly use DandleRoos for positioning, alignment, and containment.
NTMC25471	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 Hold , Hug and Roll with 4 Infants over 32 weeks. In 2weeks I will practice Listening touch and massage with 2 Infants over 35 weeks.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 6 months I will practice and teach 4families , Hold ,Hug and Roll w/ infants over 32weeks.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In months I will practice and teach 4 families, Listening touch massage w/ infants over 35 weeks.
	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 2 weeks, I will complete the listening touch massage on 20 infants in the progressive care nursery.

NTMC #	Question	Your Goal Response
NTMC25472	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Within six months, I will integrate infant massage techniques into my practice, using them to support at least 5 medically stable infants per week, in supporting oral feeding development, sensorimotor regulation and caregiver education.
	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 complete a QI project regarding improving infant feeding outcomes by integrating massage techniques during their NICU stay.
NTMC25476	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 two different infants who are in the green zone of the CARE Umbrella. In 2 weeks, I will discuss the benefits of Listening Touch Massage with four colleagues who work in my level 3 NICU.
	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 caregivers and complete 10 swaddled immersion baths with infants that are medically and developmentally appropriate.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year at our developmental skills fair, I will provide education and Listening Touch Massage to 75% of our staff to advocate for the infant benefits and family involvement within the NICU setting. In 1 year, I will feel confident in my ability to teach/demonstrate Listening Touch Massage to caregivers 100% of the time.
NTMC25477	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 2 weeks, i will practice hug hold and roll technique on 4 different premie infants
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 6 months, i will practice listening touch massage on atleast 10 infants over 36 PMA
	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 support atleast 12 parents by involving them during care routines, guiding and educating them about static touch and listening touch massage to help promote bonding and infant handling
NTMC25490	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	Within 2 weeks, I will have completed Listening Touch Massage to 5 or more infants
	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 introduce and receive approval for the use of an appropriate infant massage oil in the NICU, ensure it is stocked and available at bedside, and provide usage guidelines to at least 75% of staff involved in infant 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)	Within 12 months, I will develop and implement a parent education program on Listening Touch Massage in the NICU, including written materials, hands-on demonstrations, and follow-up support, with the goal of educating at least 75% of families with eligible infants during their NICU stay
NTMC25492	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 2 weeks, practice LTM on 3 infants in green zone
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 6 months, confidently educate parents of 5 babies on both swaddle bath and LMT.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-	In 1 year, confidently educate staff (RNs) on LMT techniques on 5 infants in green zone.
NTMC25493	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 will complete side lying diaper changes, improved swaddling (potato not burrito) and engage in positive touch through hand hugs and hold, hug & roll and "just be moments" with all of the patients I encounter.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In the next six months, as the NICU unit based educator, I will teach sidelying diaper changes, improved swaddling technique (potato not burrito) and hand hugs and hold, hug & roll to 80% of my unit while explaining the startling statistic that 95% of touch in the NICU is not positive touch. I feel that these very simple and minimal changes will make a huge impact in the daily lives of our patients.

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 work with the two OTs in our unit to teach a class to our NICU RNs, that includes standing skin to skin transfer, swaddle bed baths (already doing swaddle immersion with Turtle Tub) and neuro-protective care. *The two OTs from unit are attending the live class in Atlanta later in August. *My medical director and I are currently re-writing our ELBW protocol and the information in the course has been fantastic.
NTMC28481	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In two weeks time, I will identify 5 babies who meet criteria for LTM intervention and offer massage alongside caregivers to progress towards my goal of practicing 20 times before teaching others.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months time, I will provide education to caregivers, with supervision from a NTMTC on my team, on the benefits and techniques of LTM for their child.
	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 identify infant readiness for LTM intervention in at least 5 infants that were born between 25-32 weeks GA and are now age appropriate in order to progress my knowledge of assessing infant readiness, collaboration with caregivers, and monitoring infant tolerance of new/novel intervention.