# Neonatal Touch & Massage Certification

## Goals

Remember to keep your goals **SMART**!

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

| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>In two weeks, I would like to further explain the value of positive touch/ infant massage with new nurses on staff. This will be measurable by conversation/verbal feedback. | **Goal #1**<br>Caregiver will demonstrate and verbalize infant's stress cues to determine whether or not infant massage is appropriate. |
| **6-month professional NTMC goal**<br>In 6 months, I would like to have a class/small seminar for new staff regarding reading infants cues and positioning. | **Goal #2**<br>Caregiver will demonstrate back strokes and appropriate positioning during infant massage. |
| **1-year NTMC professional goal**<br>In 1 year, I will have performed infant driven massage on my NAS population if appropriate. I will also educate caregivers if they are available to learn and demo infant massage on NAS baby. | |

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

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| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>In 2 weeks I will practice the leg stroke on 5 different infants | **Goal #1**<br>Parent will perform LTM strokes 1x per day with infant. |
| **6-month professional NTMC goal**<br>In 6 months, I will practice<br>• the sidelying diaper change with 50% of the babies I see.<br>• All 4 techniques ≥ 50% of the babies I see. | **Goal #2**<br>Parent will assist with 2-person cares to provide best neuroprotection. |
| **1-year NTMC professional goal**<br>In 1 year, >75% of the infants I see will receive appropriate LTM strokes, and all will experience containment and alignment during transfers & position changes. | |

***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**<br>In 2 weeks I will practice brac stroke on 4 infants in green zone @ over 35 wks | **Goal #1**<br>In 2 weeks I will teach 2 sets of parents about hand hugs during cares |
| **6-month professional NTMC goal**<br>In 6 months I will practice listening touch massage on 20 different infants | **Goal #2**<br>In 6 months I will teach 5 sets of parents about listening touch massage |
| **1-year NTMC professional goal**<br>In one year I will practice the full neurodevelopmental care umbrella on all infants I treat | |

***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**<br>By 2 weeks, I will practice Hold Hug and Roll ☐ 100% of my infants. | **Goal #1**<br>By 3 months, I will educate 3 families in Hold Hug Roll. |
| **6-month professional NTMC goal**<br>By 6 months, I will practice Back Stroke on 3 different infants. | **Goal #2**<br>By 6 months, I will educate 6 families in Back Stroke (when appropriate) |
| **1-year NTMC professional goal**<br>By 1 year, I will integrate 5 new developmental strategies (when appropriate) to 100% of my families. | |

***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**<br>- ~~maintain~~ In 2 ~~mo~~ weeks, I will practice use of hugs hold, roll during cares on 3 different infants. | **Goal #1**<br>In 1 will ensure parents have at least 5 opportunities to learn different ways to care for their baby (diaper, etc.) |
| **6-month professional NTMC goal**<br>In 6 months, I will practice standing transfers on 2 different infants. | **Goal #2**<br>Teach parent benefits of skin to skin (aromesiers). |
| **1-year NTMC professional goal**<br>To assist with the improvement of our units skin to skin care practices by having 70% of parents complete skin to skin despite respiratory levels. | |

***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**<br>In two weeks, I will practice Listening Touch Massage on at least five infants. | **Goal #1**<br>In two weeks, I will provide parent/caregiver education regarding Listening Touch Massage using gentle hands on demo to at least two families |
| **6-month professional NTMC goal**<br>Within six months, I will complete a QOI project implementing positioning aides within the unit to promote flexion, alignment, containment & comfort. | **Goal #2**<br>Within six months, I will teach parents/caregivers to use hold, hug, roll to make a repetition their babies with every education encounter, as tolerated. |
| **1-year NTMC professional goal**<br>Within one year, I will submit a proposal to bring skin-to-skin holding wraps to the unit. | |

***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**<br>In 2 weeks, I will practice the hold, hug, and roll technique on 2 different infants. | **Goal #1**<br>In 2 sessions, I will teach a parent 5 bedside skills to lower stress with his/her infant. |
| **6-month professional NTMC goal**<br>In 6 months, I will practice the skin to skin standing transfer on 2 different infants. | **Goal #2**<br>In 1 session, I will teach a parent the I Love You massage stroke to complete with his/her infant. |
| **1-year NTMC professional goal**<br>In 1 year, I will practice the listening touch massage on 20 different infants. | |

***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**<br>In 2wks, I will demo hold, hug, & roll @ least 50% daily. | **Goal #1**<br>~~In 2 wks, I will practice use Hold, Hug, & Roll @ least 50% daily~~<br>In 2 wks, parents will all learn to just be. |
| **6-month professional NTMC goal**<br>In 6 months, I will empower all my parents ~~[illegible]~~ and other staff will demo handling, positioning, & bathing. | **Goal #2**<br>In 6 months, I will<br>Ensuring parents learn 5 skills. |
| **1-year NTMC professional goal**<br>In 1 year, will plan to incorporate standing xfer & parents more frequently or transfer & blanket hot dog bun. | |
| ***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**<br>Do at least 1 listening touch massage | **Goal #1**<br>Teaching parents 1 new skill every contact |
| **6-month professional NTMC goal**<br>To feel competent performing massage on my patients | **Goal #2**<br>Teach at least 1 parent how to perform listening touch massage |
| **1-year NTMC professional goal**<br>To feel competent to teach parents / family how to engage in listening touch massage with their infant | |

***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**<br>TO start my shift with a pause and just be do with (Not to) and hit refresh & each baby | **Goal #1**<br>Not using the acronym SIDS but Speaking each word out |
| **6-month professional NTMC goal**<br>to do all diaper changes side-lying | **Goal #2**<br>teach parents 5 or more skills to help ↓ stress response |
| **1-year NTMC professional goal**<br>to get skin to skin wraps in my NICU | |

***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**<br>Will practice intentional touch on all babies during my therapy time with them. | **Goal #1**<br>Will invite a parent to provide containment during cares time at least 1 time per visit. |
| **6-month professional NTMC goal**<br>Will practice massage on 20 babies in our unit. | **Goal #2**<br>Will provide education to parents at our first meeting time about the role of therapy in regards to positive touch & brain development. |
| **1-year NTMC professional goal**<br>Will feel confident to teach massage to parents. | |

***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**<br>I will perform I Love you & Listening care massage (back, arm, & leg stroke) on 4 infants. | **Goal #1**<br>I will empower 2 parents to utilize at least 5 care activities in order to decrease stress associated with having a baby in the NICU |
| **6-month professional NTMC goal**<br>I will perform listening touch massage on 20 infants in green stage of neurodevelopmental care umbrella | **Goal #2**<br>I will teach 5 parents how to hold, hug, & roll when lifting an infant for holding. |
| **1-year NTMC professional goal**<br>I will teach 80% of caregivers swaddling from feet first and hold, hug, roll lifting techniques. | |

***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**<br>~~Practice on 5 babies~~<br>In 2 weeks, I will practice NTMC listening touch massage, back strokes, as I hold chest to chest on 5 babies. | **Goal #1**<br>In one month I will teach families hand hugs during cares for at least 10 babies. |
| **6-month professional NTMC goal**<br>In 6 months, I will have taught listening touch massage to at least 10 families. | **Goal #2**<br>switch<br>In 6 months I will more commonly implement sidelying during changes to at least 50% of infants I am working with. |
| **1-year NTMC professional goal**<br>In one year, I will have establish relationships with RNs that they will be reaching out to ensure 2 person cares and I will have provided the education on why they should provide that. | |

***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**<br>Focus on being present with my patients and "do with," not "do to" over the next two weeks. Also, give hand hugs/ containment (at least 1 minute) at end of each care to reduce the amount of negative touch that my patients receive. | **Goal #1**<br>Giving parents a choice and inviting them to participate in the care of their baby. Reducing parents anxiety by teaching parents a new skill that involves them in the care of their infant (as mentioned → research shows 5 skills). Therefore, I plan to teach, reinforce, & give positive feedback on five new skills for each patient. |
| **6-month professional NTMC goal**<br>Be able to teach ~~a family at least 1 time a week~~ ~~2 from~~ at least 2 families a month how to do NTMC. | **Goal #2**<br>~~Using~~ & Utilize standing / parent transfer for skin to skin holding. (My unit does both transfers, but I've always transferred to mom). Now, I will practice & support standing transfers. |
| **1-year NTMC professional goal**<br>perform NTMC for every eligible patient. | |

***Example SMART Goal***: In 8 weeks, I will practice (insert NTMC principle or practice) on 20 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**<br>To ~~practice~~ observing babies cues while performing cares/ handling. Having intention | **Goal #1**<br>To ~~educate~~ help parents to be with and present |
| **6-month professional NTMC goal**<br>To perform massage on 3 ~~baby~~ infants | **Goal #2**<br>To educate parents on 5 bedside ~~ways~~ skills. |
| **1-year NTMC professional goal**<br>To be proficient in NTMC to be Ⓔ in NICU. | |
| ***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**<br>In 2 weeks, I will practice just be. do with. hit refresh on at least 3 different infants | **Goal #1**<br>I will teach parents how to just be and hit refresh during care activities |
| **6-month professional NTMC goal**<br>In 6 months I will practice the listening touch massage on at least 50% of my infant caseload | **Goal #2**<br>I will ~~teach~~ educate and support parents in implementing the listening touch massage |
| **1-year NTMC professional goal**<br>In one year I will implement ~~the~~ listening touch massage on all infants who are appropriate on my caseload. | |
| ***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**<br>With current patients born <32 weeks, now older but impacted by less time in utero | In one week, I will **Goal #1**<br>Educate parents on how to touch/comfort their child who may have sensory difficulties |
| **6-month professional NTMC goal**<br>In 6 months, I will Shadow + start working in the NICU follow-up clinic at Park Ridge. | **Goal #2**<br>In 3 months, I will Educate fellow colleagues who may feel less confident handling infants (not the NTMC) |
| **1-year NTMC professional goal**<br>In 1 year, I will practice NTMC principles on premature infants, ex-preemies, and complex patients. | |
| ***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**<br>I will implement side-lying diaper changes with 5 different babies. | **Goal #1**<br>I will teach/guide x2 caregivers in hold, hug, + roll. |
| **6-month professional NTMC goal**<br>I will implement massage (back, arms, legs, I Love you) with at least 20 babies. | **Goal #2**<br>I will teach/guide x5 caregivers in backstroke, arm stroke, + leg stroke |
| **1-year NTMC professional goal**<br>I will be able to confidently educate families on neurodevelopmental care from 24-40 weeks gestation and routinely provide the appropriate touch + massage when/if appropriate | |
| ***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**<br>Perform intentional touch massage w/ at least 4 infants 34 w or >. | **Goal #1**<br>In 2 weeks I will engage and involve at least 2 families in intentional touch massage. |
| **6-month professional NTMC goal**<br>In 6 months, I will use hand, hug, roll for all transitions with infants during therapy sessions in the NICU. | **Goal #2**<br>In 6 months I will build confidence in teaching at least 15 families intentional touch massage so that they are then confident to perform massage independently. |
| **1-year NTMC professional goal**<br>In 1 year, we will have massage oil in our unit and have listening touch massage as standard of care for all infants receiving PT/OT services. | |

***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**<br>Work with at least 1 family to understand all the ~~information~~ process of infant massage. | **Goal #1**<br>Teach family steps through neonatal infant massage in variety of ~~positions~~ areas. (arms, legs, back, etc.) |
| **6-month professional NTMC goal**<br>Work with 50% of families to understand the processes with infant massage. | **Goal #2**<br>Family to be able transfer baby to kangaroo care with feeling more comfortable and appropriate support. |
| **1-year NTMC professional goal**<br>Feel comfortable with teaching families information with knowing the appropriate time for massage and working with them to carry over ~~those~~ the massage in NICU and when headed home. | |

***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**<br>In 2 weeks, I will utilize listening touch massage ~~on o~~ during at least 4 treatment sessions. | **Goal #1**<br>In 6 weeks, I will have taught at least 5 parents how to perform listening touch massage. |
| **6-month professional NTMC goal**<br>In 6 months, I will transfer my patients ~~[illegible]~~ into my arms via prone with at least 90% of my patients who are medically appropriate. | **Goal #2**<br>In 4 weeks, I will prioritize parent education over having ~~more~~ more objective data during my evals in 100% of my evals. |
| **1-year NTMC professional goal**<br>In 1 year, I will implement listening touch massage with ~~100%~~ at least 90% of my patients who are appropriate. | |
| ***Example SMART Goal***: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants. | |

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| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>In 2 weeks, I will attempt massage on at least 3-5 babies in our NICU. | **Goal #1**<br>In 2 weeks, I will support parents with at least 3 bedside cares |
| **6-month professional NTMC goal**<br>In 6 months, I will implement NTM on at least 60% of my caseload. | **Goal #2**<br>In 6 months, I will educate parents on NTM & provide education on how to implement techniques on their infant. |
| **1-year NTMC professional goal**<br>In 1 year, I will implement NTM on 80% of my patient caseload as appropriate. | |
| ***Example SMART Goal***: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants. | |

# Neonatal Touch & Massage Certification

## Goals

Remember to keep your goals **SMART**!

**S**pecific ○ **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**<br>In 2 weeks, I will change my way of transitioning to hold, hug, roll technique on 25 babies to improve tolerance to position changes. | **Goal #1**<br>I will empower 10 different families with hand over hand listening touch massage education and facilitation to aid in the growth and development of their baby. |
| **6-month professional NTMC goal**<br>In 6 months, I will practice prone frontal pressure and containment prior to intervention on 50 babies for improved tolerance to intervention. | **Goal #2**<br>In one month, I will assist in 5 standing transfers to encourage increased skin to skin time on our unit and improve parental outcomes. |
| **1-year NTMC professional goal**<br>In 1 year, I will utilize research and experience implementing NTMC strategies to enhance positioning equipment on our unit to advocate and promote development for our infants <32wks. | |
| ***Example SMART Goal***: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants. | |

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# Neonatal Touch & Massage Certification

## Goals

Remember to keep your goals **SMART**!

**S**pecific ● **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**<br>In 2 weeks. I will encourage/practice my NTMC practice assist w/ skin to skin holding placement w/ mom or dad 5 times. | **Goal #1**<br>In two weeks, I will teach / encourage each family I care for 1-5 cares for their baby to perform. (dependent on current involvement) |
| **6-month professional NTMC goal**<br>In 6 months, I will practice my NTMC ~~practice~~ 20 times. Listening touch massage | **Goal #2**<br>I will teach 10 families baby's caregiver NTMC techniques to provide to their infants + massage. |
| **1-year NTMC professional goal**<br>In the next year, I will feel competent to perform NTMC practice on every infant each shift (who is clinically appropriate) and teach 20 Families NTMC listening touch massage | |

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

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# Neonatal Touch & Massage Certification

## Goals

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| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>use listening touch massage on at least 2 babies on the unit (use on 2 current NAS) | **Goal #1** |
| **6-month professional NTMC goal** | **Goal #2**<br>teach 10 parents how to do neonatal massage (listening touch) |
| **1-year NTMC professional goal**<br>Improve amount of skin to skin time in infants on HFNC, goal is 50% improvement in 1 year | |
| ***Example SMART Goal***: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants. | |

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# Neonatal Touch & Massage Certification

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| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>· work on standing transfer<br>· 3-4 massages<br>In 2 weeks, I will provide LTM on 3-4 different infants. | **Goal #1**<br>Parent will hold infant skin-to-skin 3x. |
| **6-month professional NTMC goal**<br>· 25 massages<br>In 6 months, I will provide LTM on 25 different infants. | **Goal #2**<br>Parent will learn 5 care-giving skills. |
| **1-year NTMC professional goal**<br>· Provide massages to all canidates in my care<br>· In 1 year, I will | |

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

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# Neonatal Touch & Massage Certification

## Goals

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| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>• apply care umbrella with a 32-weeker | **Goal #1**<br>1. caregiver will perform swaddled bathing 3 out of 5 visits in 1 month with 80% confidence |
| **6-month professional NTMC goal**<br>• teach parents the listening infant massage | **Goal #2**<br>2. cargiver will engage in 2-person care during a care time 3 out of 5 visits in 1 month with 80% confidence |
| **1-year NTMC professional goal**<br>• start swaddle bathing with a therapist present | |

***Example SMART Goal***: In 2 weeks, I will practice (insert NTMC principle or practice) on 8 different infants.

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# Neonatal Touch & Massage Certification

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| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>I will practice Listening touch massage on 2 infants. over 35 weeks | **Goal #1**<br>I will educate parents on handling modifications via hand hug roll during care tasks |
| **6-month professional NTMC goal**<br>I will be proficient in the Listening Touch Massage in preparation to educate parents. | **Goal #2**<br>I will ~~educate~~ assist parents to learn the Listening Touch Massage to support bonding between parent + baby. |
| **1-year NTMC professional goal**<br>In one year I will be educating parents on the principles of The Listening Touch Massage. | |

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

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# Neonatal Touch & Massage Certification

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| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>In 2 weeks, I will educate 1 parent in NICU F/U about + handling, positioning or massage technique | **Goal #1**<br>I will provide HOHA and specific verbal coaching to parents in NICU F/U. for back stroke. |
| **6-month professional NTMC goal**<br>In 6 mo, I will practice Hold, hug + roll with each infant thats appropriate on gen peds or PICU (at least 5) | **Goal #2**<br>I will empower PICU parents to do hand holds for intubated patients. |
| **1-year NTMC professional goal**<br>In 1 year, I will have trained for treating infants in NICU and consistently utilize Hold, Hug, Roll for repositioning all babies. | |

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

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# Neonatal Touch & Massage Certification

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| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>In 2 weeks, I will practice hug, hold, roll with 8 infants. | **Goal #1**<br>In 2 weeks, I will teach 4 caregivers how to get involved within cares to promote infant/care giver bonding (diaper, containment, feeding, skin 2 skin, etc.) |
| **6-month professional NTMC goal**<br>In 6 months, I will teach 24 Caregivers NTM to support parent/child bonding and decrease infant stress. | **Goal #2**<br>In 1 month, I will teach parents/ caregivers how to implement NTM to support their baby's healing in 75% of opportunities. |
| **1-year NTMC professional goal**<br>Within 1-year, I will utilize NTM in my daily practice 80% of the time when appropriate in order to improve unit Cares within unit. | |

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

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# Neonatal Touch & Massage Certification

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| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>Spread the word about the NTMC course and intend to practice what I have learned. | **Goal #1**<br>I intend to help parent do more at care times, and will do more sit & standing transfers during skin to skin. |
| **6-month professional NTMC goal**<br>Hopfully get coworkers to support developmentally appropriate care, 2 person cares, and massage when needed and appropriate. | **Goal #2**<br>Get parents involved with our parent advocacy groups and share developmental/ massage experiences.<br>I intend to teach families massage therapy when appropriate and able. |
| **1-year NTMC professional goal**<br>Notes to carry forward:<br>Help a baby sleep & you change their world. REM sleep is the only sleep that builds the brain. To touch the skin is to touch the brain. NICU babies are touched by medical devices & stressors constantly.<br>I intend to be practicing massage and the other practices I have learned. I will advocate for developmentally appropriate care. | |

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

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# Neonatal Touch & Massage Certification

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| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>In 2 weeks I will practice + educate my co-workers in swaddling the legs 1st | **Goal #1**<br>In 2 weeks I will instruct the parents in the developmental level their infant is at for 5 patients/families. |
| **6-month professional NTMC goal**<br>In 6 months, I will provide an inservice on Neo Swap assessment tool to ~~mitigate~~ facilitate improved sleep times in the nicu. | **Goal #2**<br>In 6 months I will instruct parents how to provide infant massage. |
| **1-year NTMC professional goal**<br>In 1 year I will ~~teach parents how to be able~~ to transition ~~infant~~ an intubated infant through standing transfer technique with the assist of our respiratory therapy team. | |
| ***Example SMART Goal***: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants. | |

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# Neonatal Touch & Massage Certification

## Goals

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| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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** | **Goal #1**<br>Practice all 5 techiques a min of once in 2 weeks<br>-show one parent the hand hug. |
| **6-month professional NTMC goal**<br>Teach min of 6 parents at least 1 technique to help their newborn | **Goal #2**<br>Teach at least 3 parents how to diaper in side lying & take temp & neuro develop support |
| **1-year NTMC professional goal**<br>Set a goal for the unit to protect neuro devlopment of neonates | |
| ***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**!

**S**pecific ● **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**<br>In 2 weeks I will practice listening touch massage on 3 patients | **Goal #1**<br>Teach parents 5 or more skills |
| **6-month professional NTMC goal**<br>to do side lying diaper change | **Goal #2**<br>Teach parents about side lying diaper changes |
| **1-year NTMC professional goal**<br>Help ~~m~~ parents ~~transfer~~ to use standing transfers | |

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

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# Neonatal Touch & Massage Certification

## Goals

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

| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>To pause and be with each patient entrusted in my care. | **Goal #1**<br>Teach parents how to do sidelying diaper changes |
| **6-month professional NTMC goal**<br>To practice neonatal massage with twenty different patients/ families | **Goal #2**<br>Teach parents how to perform neonatal massage on their infant |
| **1-year NTMC professional goal**<br>To have ~~every~~ 70% of the families in our unit taught/ encouraged to perform neonatal listening touch/massage before discharge (intentionally/thoughtfully). | |

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

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# Neonatal Touch & Massage Certification

## Goals

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| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>Wait for cues to Start cares!<br>Do not Do Diapers tight! | **Goal #1**<br>Help them do 5 Cares ↓ stress + anxiety. |
| **6-month professional NTMC goal**<br>~~Do a mom transfer~~ → comfortable & ~~Comfortably~~<br>& Swaddle tub Bath | **Goal #2**<br>Help Do a mom transfer comfortably to skin to skin |
| **1-year NTMC professional goal**<br>Keep up to date on new neonatal touch information. | |
| ***Example SMART Goal***: In 12 weeks, I will practice (insert NTMC principle or practice) on 5 different infants. | |

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# Neonatal Touch & Massage Certification

## Goals

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

| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>I will provide more intentional care for all babies throughout the hospital. | **Goal #1**<br>I will ~~take~~ teach one parent infant massage appropriate for their child. |
| **6-month professional NTMC goal**<br>I will help ~~to~~ participate and teach swaddle bath for x2 patients. | **Goal #2**<br>I will ~~complete~~ teach I love you massage to one caregiver. |
| **1-year NTMC professional goal**<br>I will teach all caregivers ~~on~~ on my ~~0~~ NICU caseload massage techniques. | |

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

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# Neonatal Touch & Massage Certification

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| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>In 2 weeks, I will practice massage techniques on myself or doll 20x. | **Goal #1**<br>In 6 months, I will teach at least 1 parent per week infant swaddling & LEs first. |
| **6-month professional NTMC goal**<br>In 6 months, I will perform massage techniques on at least 1 infant per week. | **Goal #2**<br>In 6 months, I will assist parent & hold hug roll [illegible] in order for parent to hold at least 1x per week. |
| **1-year NTMC professional goal**<br>In 1 year, I will teach at least 1 parent infant massage at least 1x per week. | |

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

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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**<br>Identify 4 babies appropriate for listening Touch massage + provide massage with parents | **Goal #1**<br>~~Identify 4 babies appropriate for massage + complete massage with~~ these infants with parents |
| **6-month professional NTMC goal**<br>Provide Listening Touch massage to 5080 appropriate infants on my caseload collaborating i the NICU team | **Goal #2**<br>(1) Teach 2 families Hold, Hug 2 weeks Roll within<br>(2) Teach 2 parents Listening Touch massage within 8 weeks |
| **1-year NTMC professional goal**<br>Provide Listening Touch Massage to all appropriate infants + teaching families | |

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

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# Neonatal Touch & Massage Certification

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| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>By 2 wks, incorporate NTMC developmental support principles into "preemie for a day" sim. | **Goal #1**<br>By end of 2026, train all RNs to use standing transition for skin to skin and track ability for RNs to train parents. |
| **6-month professional NTMC goal**<br>By six months, create education for team that emphasizes the "Why" + "how" of protecting infant sleep. | **Goal #2**<br>Train all NICU parents in at least 5 skills over the course of their NICU stay. |
| **1-year NTMC professional goal**<br>By one year, collaborate with therapy to coordinate PDSA surrounding "Hold, Hug, Roll" incorporation to unit. | |
| ***Example SMART Goal***: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants. | |

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# Neonatal Touch & Massage Certification

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| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>- provide listening touch massage to 50% of caseload being mindful with appropriate level of touch. | **Goal #1**<br>Assist and support a parent/caregiver with standing transfer skin to skin 1x week. |
| **6-month professional NTMC goal**<br>- proficient with teaching touch massage to parents on caseload. | **Goal #2**<br>Instruct parent with a neuroprotective neurodevelopmental care strategy (hand hug, frontal pressure transition to hold and listen touch and massage) 1x week. |
| **1-year NTMC professional goal**<br>Support NICU RNs with two person cares and standing transfer to skin-to skin. | |

***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**<br>Practice learned skills on at least 5 babies & del learning to staff. | **Goal #1**<br>teach parents at least one skill such as frontal hold per week + demonstrate teach-back. |
| **6-month professional NTMC goal**<br>present how massage will be carried out during sessions with babies & families | **Goal #2**<br>Organize a support group 1x/month for education on skills to use with babies to help promote confidence |
| **1-year NTMC professional goal**<br>Assess ~~update~~ staff and parent response after implementation through survey monkey. | |

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

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| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>• Use LTM to prepare + regulate for oral feeding<br>• Just BE, lower shoulders<br>In 2 weeks, I will practice just being before working with any baby in all instances. | **Goal #1**<br>I will educate parents on LTM in effort for parents to feel empowered, promote bonding, and support regulation |
| **6-month professional NTMC goal**<br>In 6 months, I will practice LTM to prepare infants for oral feedings 3X/week<br>• Understand + integrate massage for age-appropriate neuro promotion | **Goal #2**<br>• Standing transfers for skin to skin + feeding<br>In 6 months, I will facilitate standing transfer w/ parents for skin to skin at least 1x/month (infants in yellow or green zone) |
| **1-year NTMC professional goal**<br>• Standing transfers for all skin to skin for unit<br>In 1 year, I will feel confident providing education for parents regarding how Listening Touch Massage can regulate their child for oral feedings + put it into practice with them | |
| ***Example SMART Goal***: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants. | |

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INFANT-DRIVEN EDUCATION

# Neonatal Touch & Massage Certification

## Goals

Remember to keep your goals **SMART**!

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

| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>Practice massage techniques 1-3+ weeks on appropriate infant | **Goal #1**<br>Engaging parents in positioning activities for hospital & home |
| **6-month professional NTMC goal**<br>Implement massage for 2-5 babies on unit | **Goal #2**<br>Provide parents with appropriate massage options |
| **1-year NTMC professional goal**<br>Incorporate massage in therapy session, & parent education as part of home program | |
| ***Example SMART Goal***: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants. | |

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| **NTMC**<br>**Professional Goals** | **NTMC**<br>**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**<br>In 2 weeks, I will utilize listening touch on 3 pt's. | **Goal #1**<br>Family will demonstrate ~~Pt will tolerate~~ listening touch with supervision in 2 weeks. |
| **6-month professional NTMC goal**<br>In 6 months, I will educate pt families on neuroprotection 75% of time. | **Goal #2**<br>Family will assist with swaddled bathing in 2 weeks c supervisor. |
| **1-year NTMC professional goal**<br>In 1 year, I will consistently utilize on NTMC principles when appropriate on 75% of patients | |
| ***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. |
| In **2-week professional NTMC goal** I will try all the strokes on 5 real babies | **Goal #1** |
| In **6-month professional NTMC goal** I will incorporate more NTMC goals into my doc-template to reflect the additions to my treatment repertoire. | **Goal #2** |
| In **1-year NTMC professional goal** I will feel comfortable discussing w RN's, RT's, MD's & parents in my unit the goals/benefits of neonatal massage. | |

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

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