NTMC #	Question	Your Goal Response
NMTC25551	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 provide the Listening Touch Massage to 3 babies discharged from the NICU in a home setting to improve their tolerance for prone play.
	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 5 families in their homes on the use of the Listening Touch Massage using back, arm and leg strokes to facilitate improved movement patterns for their babies following NICU discharge.
	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 educate my therapy team on the use and benefits of the Listening Touch Massage to improve our interdisciplinary approach to feeding therapy in homes for at least 10 families.
NTMC25094	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 on 6 different babies in the green zone.
	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 appropriate oil for massage and wraps for skin to skin available in the unit.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year, 100% of babies in the green zone will have parents able to perform massage following training from therapy.
NTMC25211	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 neonatal back massage on at least 3 infants above 33 weeks of 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 teach 3-5 different sets of parents neonatal massage (back, arm, leg) and how to respond to their tolerance 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 initiate using skin-to-skin swaddles on my unit to promote comfortable skin-to-skin environments for parents and infants.
NTMC25340	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 4 weeks, I will perform the Listening Touch Massage on 5 different infants over 36 weeks PMA in order to prepare them for calmness during feedings.
	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 intentionally incorporate the principles of Listening Touch Massage into my physical therapy plan of care to promote infant regulation, support neurodevelopment, and enhance parent–infant bonding for 10 different infants.
	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 demonstrate advanced integration of Listening Touch Massage within my NICU and outpatient physical therapy practice and contribute to interdisciplinary awareness of its benefits for neurodevelopmental care.
NTMC25346	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will use listening touch masage with term infants i see who demonstrate tightnes or fussines to increase ease of movement and participation
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	utilize improved handling techniques with infant to toddler for positive therapueitc experience

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)	take aditional handling courses to further my knowledge
NTMC25360	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will practice the Listening Touch Massages on at least three different, stable infants over the next two weeks.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will utilize the hold-hug roll technique and change diapers side-lying for my patients under 32 weeks at least once per shift over the next six months.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will teach at least four sets of parents and four colleagues how to perform Listening Touch Massages over the next year.
NTMC25399	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Over the next 2 weeks, I will practice the Listening Touch Massages on 2 different infants (1 per week) who are in the "green zone."
	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 practice the Listening Touch Massages on 20 different infants who are in the "yellow" or "green zone" in preparation for parent education.
	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 teach at least 5 parents the Listening Touch Massages on infants who are in the "green zone."
NTMC25408	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 at work, I would like to preform two infant massages on two different pt's in my unit.
	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 would like to teach a family member how to give infant massage to their child at work.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In the next year I would like to preform infant massage to a pt. at work at least once a month .
NTMC25448	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Patient will maintain a calm state and stable vital signs in supine containment with a flexed midline position in 75% of trials over the course of two weeks.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Patient will maintain a calm state with stable vital signs during contained supine to prone transition in 3 out of 4 trials across a two weeks of therapy sessions.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Patient will demonstrate calm state or quiet alert during contained prone position with stable vital signs in at least 75% of trials over the course of two weeks.
	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 greet every patient with hushed voice prior to touching, and facilitate a Just Be moment prior to taking patient temperature. If parent is at the bedside I will educated on benefits of hushed voice greeting and Just Be moment prior to care.

NTMC #	Question	Your Goal Response
NTMC25451	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 3 swaddle baths with infant caregiver for patient greater than 32 weeks PMA, and educate on the use of appropriate scent-free and dye-free emollients in limited amounts.
	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 educated near discharge infant caregivers on Safe Sleep/Back to Sleep principles and have the infant caregiver teach-back.
NTMC25470	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 perform Listening Touch back stroke on five different babies over 32 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 perform 2-person caregiving on four different babies under 28 weeks
	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 perform Hold Hug Roll on over 90% of all babies in NICU
NTMC25475	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 be practising the Listening Touch massage on 4 babies who are within the green zone and teach parents how to understand their baby's cues
	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 be regularly identifying babies on our units during our weekly DC WR who would benefit from the Listening Touch massage. I will teach their parents how to carry out the LTM on their infants in a supportive way responding to their behavioural cues
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	in a year, I will have undertaken an parental questionnaire to ascertain their feedback on being taught LTM and practising it on their baby whilst on the NNU and post discharge.
NTMC25478	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 8 times on any infant over 35w 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 complete 5 random observations of touch time cares in order to identify areas of improvement for future staff educational needs.
	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 create a brief program for nursing and therapy to demonstrate understanding the how, when and why of side lying diaper changes.
NTMC25480	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 be able to apply confidently the neonatal touch and massage to my neonatal patients
	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 be able to completely practice 20 neonatal touch and 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 be able to teach parents about neonatal touch and massage

NTMC #	Question	Your Goal Response
NTMC25485	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will practice one listening touch massage during each of my shifts in the next 2 weeks.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will promote and practice with parents the standing parent skin to skin transfers each shift by the 6 month mark.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will have practiced 20+ massages and confidently teach parents how to utilize massage with their child by the 1 year mark.
NTMC25552	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Infants caregiver will perform 3 Listening Touch Massage techniques with OT verbal assistance, at most, in 2 weeks to promote bonding and sensory regulation. (I was unsure if these goals were meant to be professional goals for myself, or goals I'd write for an infant based on their stages of development, so I've included two responses for each question.) In 2 weeks, I will complete 20 Listen Touch Massages independently to improve therapeutic massage and therapeutic handling skills.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Infant will tolerate 10 minutes of full massage routine with therapist 3x/week to improve sensory and emotional development by 6 months corrected age. Within 6 months, I will include educational content on Listening Touch Massage in at least 2 monthly NICU newsletters to increase care team understanding and participation.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Infant will tolerate calming bedtime massage routine 100% of the time to improve sensory integration and self-regulation by 12 months corrected age. By one year, I will develop and distribute an evidence-based educational handout on Listening Touch Massage to be used during caregiver education sessions in the NICU, with the goal of improving caregiver understanding and therapeutic touch.

NTMC #	Question	Your Goal Response
NTMC25556	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 my "I love you" abdominal massage on four different infants over 34 weeks PMA prior to PO opportunities in effort to improve comfort to facilitate improved oral feedings. In two weeks, I will discuss the benefit of implementing listening touch massages within speech therapy sessions, with my therapy manager, in effort to increase their understanding of the importance of it for pre-feeding readiness.
	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 practice my listening touch massages on infants over 32 weeks PMA in order to progress towards teaching massages to 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 provide formal education to the NICU staff on listening touch massages in effort to improve their understanding on the impact developmental care interventions have when utilized by multiple disciplines.
NTMC25557	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 listen touch massage on 5 infants 32 weeks and greater, who are in the yellow to green zone of the care umbrella.
	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 become level 2 - 4 train and independently facilitate the plane of care of infant of all PMA and zone of care umbrella.
	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 attend NANT to continue strengthening, learning, and net working with other NICU professions to better care for infants with evidence based practices.
NTMC25565	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	The above is a perfect goal that fits within my setting. I will practice the Listening Touch and Massage strokes learned on 4 different infants 34-35wks PMA
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will implement Listening Touch and Massage on 3 infants a week, over 32 wks PMA with implantation of parental teaching/learning
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Will demonstrate competence and confidence by 1 year, with implementation of 3-4 Listening Touch and Massage a week on infant 32wks and above
NTMC25577	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 use supportive positioning for completing cares and partner with nurses and parents to support baby stability.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months, swaddle bathing will be regularly implemented for parents and caregivers to complete as self care activities.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 12 months, I would like to have my NICU unit adopting Listening Touch Massage to parents on regular basis.
	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 2 weeks, obtain massage oil to stock our outpatient pediatric clinics in order to implement Listening Touch Massage with our outpatient babies and their caregivers.

NTMC #	Question	Your Goal Response
NTMC25578	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months, implement listening touch massage in the outpatient setting as a regular treatment and education intervention for not only NICU graduates, but any baby who would benefit.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year, collaborate with outpatient interdisciplinary team to create a parent education handout on the benefits of Listening Touch Massage and on each of the strokes.
NTMC25583	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 performing 4 handed swaddle bathing with nurses on 5 patients above 34 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 10 nurses how to provide supportive handling and positive touch during routine cares
	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 complete a quality improvement project aimed to educate NICU staff about the benefits of utilizing commercial nesting products on neurodevelopmental outcomes
NTMC25592	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 four different infants who are 32 weeks PMA and over. In two weeks, I will use the Hold, Hug, Roll technique when moving all of the babies that I work with. In two weeks, I will speak to our matron and FiCare Lead on the unit to arrange obtaining positioning aids such as the Dandle Roo.
	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 carry out teaching to our doctors and nurses to reinforce that when "we touch the skin, we touch the brain" and to therefore encourage more comforting touch and increase the amount of time that our babies have skin to skin. In. six months, I will bring in the practice of using our Zaky Zacs or wraps when babies are held in skin to skin.
	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 carried out an audit within our unit to ascertain where there are gaps in knowledge using the FiCare approach and together with our FiCare Lead and Nursing Practice Educator deliver appropriate training to address this.