Neonatal Touch & Massage Certification

Goals

Remember to keep your goals **SMART**!

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

NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal Collaborate ē other unit attendees to gather ideas on how to best implement this on our unit	**Goal #1** Encourage developmentally appropriate touch ē babies during cares -
6-month professional NTMC goal Not ē over 20 patients in order to feel comfortable teaching caregivers these strategies.	**Goal #2** Teach parents 5 things in how to care for their babies.
1-year NTMC professional goal Independently Teach families these different strategies to help facilitate bonding / confidence ō their babies	

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

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NTMC **Professional Goals**	**NTMC** **Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks I will identify patients who are good candidates for LTM and obtain permission from parents to begin LTM. w/ their babies.	**Goal #1** I will teach parents positioning & handling techniques learned @ NTMC course.
6-month professional NTMC goal In 6 months I will be using listening touch massage on patients coming from the NICU to outpatient that meet appropriate criteria	**Goal #2** Parents will demonstrate LTM techniques on their child.
1-year NTMC professional goal I will have a caseload of babies with whom I can practice LTM. @ each therapy session.	
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 have more hands on practice for massage	**Goal #1** integrate/involve parents with 4 handed cares when present
6-month professional NTMC goal proficient with massage able to teach parents about massage	**Goal #2** teach parents neonatal massage and help improve baby's status and parents morale
1-year NTMC professional goal to launch a neonatal massage class/session for parents to be included with 8steps to home classes	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

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How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal in 2 wks, I will implement hold, hug, + Roll during transitions 100% of the time to promote neuroprotective care and movement patterns	**Goal #1** In 4-6 wks, I will support parents interactions / bonding by helping transition baby skin to skin when parent is present + able, 75% of the time
6-month professional NTMC goal 5+ In 6mo, I will educate newer nurses on neuroprotective care, hold, hug, roll, and developmental implications, to to promote improved function + development	**Goal #2** In 6mo, I will educate and teach parents on NTMC and include them 100% of the time when present + appropriate, to ↑ their comfort + bonding.
1-year NTMC professional goal In 1 year, I will comfortably utilitize NTMC, educate parents both in the NICU and outpt clinic (NICU grads) and educate/include nurses in my practice 100% of the time. In 1 year, I will provide NTMC when appropriate for appriate babies in the NICU + outpt clinic as part of my care 100% of the time	

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

I will practice the skill of massage to support babies

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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	**Goal #1** • In 2 weeks, I will practice cold nug roll on 3 different infants.
6-month professional NTMC goal	**Goal #2** In 6 months, I will practice the back massage and LLU massage on six different infants
1-year NTMC professional goal In one year, I will have enough experience to appropriately teach and will teach two ~~families~~ families massage for their 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 ~~Select 2 topics/tips learned to present~~ Increase participation in 2 person cares by 25%.	**Goal #1** Select 2 topics to present to family centered care team in December.
6-month professional NTMC goal Increase parental massage education by 50%.	**Goal #2** Create education modules for 2 topics by May.
1-year NTMC professional goal Create & teach education module for RT.	

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

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How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 wks I will perform back stakes, leg stakes + arm stakes on 20 different infants.	**Goal #1** I will teach my parents at least 5 bedside skills.
6-month professional NTMC goal In 6 months I will be skilled at the Hold Thy Pill and will teach it to my colleagues therapists at my Level III NICU.	**Goal #2** I will teach patients Listening Touch Massage and see them bond w their baby. * After I have practiced on at least 20 babies
1-year NTMC professional goal In 1 year I will demo ability to use the Newborn. CARE umbrella model clinically in real time with all my NICU patients. ie: based on GA/PMA And I will take, pass + be certified neonatal therapist!	

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 properly use positioning aides to promote neurodevelopment positioning age appropriate	**Goal #1** educate parents on benefits of massage while in the NICU
6-month professional NTMC goal In 6 months, I will be able to perform & educate parents on infant massage	**Goal #2** train parent/caregiver on full/partial massage
1-year NTMC professional goal In one year, I will be able to educate staff on age-appropriate positioning and proper use of positioning aides.	
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 1). Implement new swaddling technique and more intentional 2 person cares in 2wks	**Goal #1** 1) Educate parent in 5 ways to care for their baby in the next 2 wks
6-month professional NTMC goal 1) Teach 3 parents how to provide Listening touch massage for their infant.	**Goal #2** 1) Educate parent on how to handle baby (ie. standing transfer, diaper change) w/ safe & neuroprotective strategy in 2 months.
1-year NTMC professional goal 1) Provide care plan for positioning for improved cranial molding + treatment to care team for 3 babies.	
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 instead of rectal stim we can implement the I love you.	**Goal #1** Aid in showing a parent how to massage to provide comfort and relief to newborn.
6-month professional NTMC goal Stop and focus on the baby's cues. To properly assess the baby's stress and be able to promote comfort.	**Goal #2** Educate parents on the benefits of massage on and how it can help with improper alignment.
1-year NTMC professional goal I would like to be competent and confident enough to train not only parents, but CO workers as well.	

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 - change the way I swaddle. - Teaching / create a power point slides or a Poster to show the unit about Touch / massage babies. - ~~Ed~~ - Practice Massage First on 9 babies	**Goal #1** - Personel can start getting information what this is about
6-month professional NTMC goal - Educate the complete mother/Labor and delivery / SCN / department and trigers to complement teachery to parents also.	**Goal #2** - Create staff / parents / baby bonding.
1-year NTMC professional goal - Add as a Routine teaching from staff to parents ~~like~~ like maybe: creating a bolletin / or pamphet. Education. - Implement skin to skin practice	

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 within 2 weeks • will integrate NTM into all bedside interactions with infants in my NICU.	**Goal #1** • will create guideline to teach NTM to families at the bedside within one month of return to unit
6-month professional NTMC goal in 6 months • will create plan to pitch to C-Suite to bring NTMC Course to my hospital to have impact on larger scale	**Goal #2** • implement guideline to teach NTM to all families admitted to bedside within 90 days of return to unit • create parent support group that meets regularly to support discussions of bedside learnings + foster connections
1-year NTMC professional goal within 1 year, I will maintain certification & ~~exp~~ knowledge of up to date EBP to prepare myself to be eligible to work within the CTC + NTMC sphere.	

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 We have a very new and inexperienced staff. Over the next 2 weeks I will encourage doing with and not to, our babies.	**Goal #1** We haven't done standing transfers in our unit. I will introduce and encourage this practice.
6-month professional NTMC goal I will encourage modeling our unit practice to be mindful of our neurodevelopmental environment with the aim of cyclical lighting + noise reduction. Improve neuro protective care	**Goal #2** My goal is to make the parents to be recognized as part of the care team - not visitors. But to use them as in supportive care for their baby.
1-year NTMC professional goal My hope is to have a culture change from being task focused to baby focused. We have many new graduate nurses and I plan to incoporate these teachings during orientation.	

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 Within 2 weeks, I will practice massage techniques at least 10x in preparation to mentor parents.	**Goal #1** Within 2 months, I will have at least 2 parents self-report high confidence delivering Listening Touch massage to their infants.
6-month professional NTMC goal Within ~~a~~ months, I will confidently + consistently ~~~~ teach parents how to use infant massage to support neurodevelopment at each opportunity in a 1-month period.	**Goal #2** Within 2 months, I will have at least 2 parents who can explain ~~the~~ at least 3 benefits of the Listening Touch massage following my education.
1-year NTMC professional goal Within 1 year, I will confidently articulate the evidence supporting infant massage ~~s~~ to ~~parents~~ colleagues + responsive caregiving	

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 change of diaper temperature taking c parents	**Goal #1** Be less strict and rigid about my patient's behavior especially those related to care. Be more cautious about it and make time & any doing everything with my babies. Start doing proper positioning techniques, touch and massage.
6-month professional NTMC goal touch massage c parents	**Goal #2** Finished doing more than 20 patients c proper positioning, handling, touch and massage. Comfortable in doing it! Teaching parents about it.
1-year NTMC professional goal continue doing neonatal massage and touch in the unit. Try to advocate it in 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 - I want to do two massages on two babies	**Goal #1** - I want to teach Parent how to change diaper
6-month professional NTMC goal - I want to be able to teach parent how to do massage	**Goal #2** - I want to cont to teach parent how to do skin to skin care
1-year NTMC professional goal - I want to be able to teach parents how to do massage with oil.	
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 - swaddle w/ LE containment 1st and UE flexion (not by side)	**Goal #1** empower parents as primary caregivers
6-month professional NTMC goal - swaddled bathing norm AC	**Goal #2** teach massage of Back stroke, arm stroke, leg stroke
1-year NTMC professional goal Change care pre-feeding AM+PM using flexion, containment, comfort	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

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NTMC Professional Goals	**NTMC Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In two weeks I will practice Back, arm, leg strokes on 20 babies.	**Goal #1** In 1 month I will teach 5 parents how to ~~perform~~ Standing skin to skin transfer
6-month professional NTMC goal In 6 months I will practice and coach 20 parents on NT+M (ie hold hug roll, Listening Touch massage)	**Goal #2** In 2 months, I will teach 10 parents how to Swaddle bathe
1-year NTMC professional goal In 1 year, I will have completed at least 50 parent. infant massage skills.	

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

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How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks, I will ~~practice~~ be proficient ~~more~~ in hold, hug, roll + teaching hold, hug + rolls to others on 10 different babies	**Goal #1** 10 to ~~n~~ families
6-month professional NTMC goal By ~~6-month~~ will be confident in my ability to provide NTMC massage to 10 different babies	**Goal #2** ~~family~~ By 6 month ~~professional~~ goal I will be proficient in aiding parents in standing transfer

1-year NTMC professional goal

By one year we will have a dedicated NTMC group working together to ~~train~~ be available for all eligible families/babies in 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 RN will be able to identify the neurodevelopment CARE umbrella level for the baby under their care, within 2 weeks of NTMC.	**Goal #1** Talk through appropiate developmental handling & positioning for 32 weekers with parents, two weeks post NTMC.
6-month professional NTMC goal RN will be able to demonstrate & explain appropriate handing for standing transfer using hold, hug, roll technique 6 months following NTMC.	**Goal #2** Demonstrate appropriate hold, hug, roll positioning transfer to a parent 6 weeks after NTMC or after 20 practice attempts.
1-year NTMC professional goal Implement one concept of family-integrated neurodevelopment care into CPAP project (clinical advancement project).	

Example SMART Goal: In 2 weeks, I will practice (insert NTMC principle or practice) Hold, Hug, Roll on 2 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 I will utilize hold, hug, roll during 75% of my position changes/ transitions with babies in 2 weeks.	**Goal #1** In 3 months I will engage parents in skin-to-skin/hand hugs (depending on patient status) within one week of consult.
6-month professional NTMC goal In 6 months, I will initiate quarterly developmental training for 'new or seasoned respiratory therapists	**Goal #2** I will provide educational hand outs in a paced fashion for 90% of parents in 3 months.
1-year NTMC professional goal In 1 year 95% of my sessions will be goal oriented as opposed to task oriented.	

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 > apply the things that I've learned today at work - particularly swaddling bathing, skin to skin stand up transfer.	**Goal #1** Share and educate with my parents things and techniques I learned today
6-month professional NTMC goal > Continued practicing new techniques in swaddling, massage and positions and be more confident in doing it my practice	**Goal #2** Be able to include this topic as part of the education for Baby Steps to Home -
1-year NTMC professional goal Develop a nursing practice guideline in coordination of Best Practice Council and Developmental Committee to include the neonatal touch and massage therapy	

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

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How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks, I will practice hold, hug, roll in 4 different infants.	**Goal #1** In 2 weeks, I will practice stand up kangaroo transfer with a doll with anxious parents.
6-month professional NTMC goal In 6 months, I will practice back stroke, arm stroke & leg stroke on 25 different infants.	**Goal #2** In 6months, I will practice stand up kangaroo transfer with 12 different infants & parents.
1-year NTMC professional goal In 1 year, I will teach 10 parents Neonatal touch massage Strokes.	

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 I will recognize stress cues in an infant and decide using evidence based practice if infant massage, hand hugs, or other tool learned in NTMC is warranted in 5 instances during cares.	**Goal #1** I will teach 3 parents 5+ ways they can be neuroprotectively & neuropromotionally involved in order to increase parent bonding and confidence.
6-month professional NTMC goal I will provide PoB sitting prone transfer successfully (shown by no stress cues from baby) and provide related education to PoB in order to improve infant outcomes and my clinical practice	**Goal #2** I will teach 1 PoB 2 infant massage techniques and provide 2 follow ups in order to improve carryover of parent learning post D/C.
1-year NTMC professional goal I will incorporate touch and massage techniques into my everyday practice in order to improve infant outcomes.	

Example SMART Goal: In 4 weeks, I will practice (insert NTMC principle or practice) on 6 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 Perform back, arm, + leg stroke on 2 babies	**Goal #1** - Demonstrating Hold, Hug, + Roll to 2 parents - Teach 2 parent positive touch w/ hand hugs + finger holds for a preterm baby
6-month professional NTMC goal Teach two peers how to do side lying diapering	**Goal #2** -Teach 1 family how to do back, arm, + leg stroke -Teach 1 family swaddled bathing
1-year NTMC professional goal Teach 1 of my peers how to do Back, Arm, + Leg stroke on a appropiate patient.	

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**!

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

NTMC Professional Goals	**NTMC Parent Engagement Goals**
How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal practice back, arm and leg stroke on 2 babies.	**Goal #1** Teach 2 families how to support their neonate with hand hugs during cares. in 2 weeks
6-month professional NTMC goal practice back, arm and leg stroke on 20 babies and utilize hold, hug, roll method when beginning cares on each baby	**Goal #2** Teach 1 family neonatal massage to perform on their newborn in 6 months.
1-year NTMC professional goal Teach nursing staff on my unit how to perform 50% of the back, arm and leg stroke on newborns.	
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 Getting more comfortable performing the task on my own	**Goal #1** Understand the needs of their infant based on their gestational age
6-month professional NTMC goal Collaborating with developmental care committee on ways to implement in the unit	**Goal #2** Practicing with the nurses to become more comfortable handling and providing massage (if needed) and appropnate.
1-year NTMC professional goal Implementing the new practices in the unit and providing a class that focuses on those ideas	
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 My goal in 2wks. is to be more comfortable positioning the baby.	**Goal #1** - to be able to understand the care based on their babies gestational age.
6-month professional NTMC goal - My 6month professional goal is to be able to teach parents on how to do massage and positioning	**Goal #2** - to be able to apply the knowledge + skills to their babies comfortably.
1-year NTMC professional goal My professional goal is to implement in my 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 I will complete Neonatal Touch Massage on 5 Babies in 2 weeks.	**Goal #1** I will educate parents on 5 skills to increase their confidence during their NICU stay.
6-month professional NTMC goal I will instruct 5 nurses on how to complete sidelying diaper change on 32 wk infant.	**Goal #2** I will ~~edu~~ teach MoB infant massage to have them demonstrate understanding.
1-year NTMC professional goal I will confidently educate all caregivers on listening-touch massage when infant is appropriate ~~once~~ Live in 1 yr.	

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 Perform massage on 2 babies	**Goal #1** Teach two families how to do massage therapy
6-month professional NTMC goal Advocate for Touch and massage posters in unit	**Goal #2** Teach families 5 ways to be involved in cares
1-year NTMC professional goal work on establishing a Touch and massage work group / QI project	
Example SMART Goal: In 4 weeks, I will practice (insert NTMC principle or practice) on 4 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 I will use/implement the hold, hug, roll technique with a baby.	**Goal #1** I will educate a family/parent on the importance of appropriate touch for their baby's developmental age + teach them how to use the hold, hug, roll technique
6-month professional NTMC goal I will use the back stroke technique with 5 different babies.	**Goal #2** I will train/educate a parent on the Listening Touch Massage and help them complete a massage on their baby.
1-year NTMC professional goal I will use the arm stroke, leg stroke, and I love you masseges with 10 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 In 2 weeks, I will practice 3 side lying diaper changes.	**Goal #1** In 2 weeks, I will teach a parent how to do a side lying diaper change.
6-month professional NTMC goal In 6 months, I will practice massage on 10 different infants.	**Goal #2** In 6 months, I will teach a parent how to do a standing transfer for skin to skin.
1-year NTMC professional goal In 1 year, I will help put together a neonatal touch and massage sign up 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 Perform infant massage at least once a shift for one baby that is appropriate	**Goal #1** Teach parents how to perform head, hug, roll and be second person at bedside during 2 person cares.
6-month professional NTMC goal Perform infant massage on all infants in assignment that is appropriate every shift	**Goal #2** Teach parents and allow them to perform S skills during hands on cares. Ex; diaper change, temp, feeding, skin-skin, hand hug
1-year NTMC professional goal Adequately perform infant massage based on each infants unique needs, when appropriate, every shift. In 4 weeks I will practice the I love you message on 20 infants	

Example SMART Goal: In 4 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 To be able to perform appropriate assessment and massage for 10-20 babies.	**Goal #1** To be able to educate 3 parents in "hold-hug-roll" techniques in the next 2 weeks
6-month professional NTMC goal In 6 months I will be competent and confident in ~~providing~~ assessing and providing massage to babies who need it.	**Goal #2** To be able to educate 5-10 parents in neonatal massage and its effects in the next 4-8 months
1-year NTMC professional goal In 1 year I will be a good and competent resource in our NICU unit with regards to NTMC technique by being able to educate 10-15 nurses in 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 In 2 weeks, I will practice listening touch massage principles on 15-20 different infants.	**Goal #1** to be able to demonstrate and parent's return demonstrate at least 5 NTM principles
6-month professional NTMC goal In 6 months, I will embody NTM principles and competently engage these practices with my co-workers and my day-to-day cares	**Goal #2** to be able to educate parents/caregivers and emphasize infant-led care at all times
1-year NTMC professional goal In 1 year, I will practice NTM principles and be a unit champion or resource in our level IV 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 In 2 wks I will practice the I Love You massage on chronic babies to relieve gas.	**Goal #1** Effectively explain to parents of micro & very low birth weight infants the best ways of touch at each milestone.
6-month professional NTMC goal In 6 mons. I will be come proficient in teaching| orienting parents| coworkers the hold, hug, roll maneuver when positioning infants.	**Goal #2** Teaching importance of swaddle bathing (from little| bedside baths, to full term| tub baths) as well as techniques.
1-year NTMC professional goal In 1 year, I will be confident in independently explaining & teaching parents benefits of full body massage.	

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 I will practice 3 swaddle bathing on babies >32 weeks and continue to keep them in alignment and containment in the next two weeks.	**Goal #1** I will teach 3 parents Back to sleep, Tummy to play and Hand Hugs in the next 2 weeks.
6-month professional NTMC goal I will have ~~completed~~ completed 20 Listening Touch massage strokes on babies that are age appropriate and neurodevelopmentally or medically appropriate by 6 months.	**Goal #2** I will teach Neonatal ~~Touch~~ ~~of~~ Listening Touch to ~~parents~~ 3 parents (after completing my skills 20 times on my own) in the next 6 months.
1-year NTMC professional goal In 1-year, I ~~would have~~ will equip my primary patients & their families with Listening touch & massage, Hand Hugs, swaddled Tus Bath &	
Example SMART Goal: In ____ weeks, I will practice (insert NTMC principle or practice) on ___ different infants.	

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How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks, I will practice back stroke on 3 different infants.	**Goal #1** In 1 month, I will educate 1 parent on back stroke technique.
6-month professional NTMC goal In 6 months, I will feel confident practicing UE + LE strokes on infants 34 weeks + on 10 total infants.	**Goal #2** In 6 months, I will assist 1 parent with a standing skin to skin transfer.
1-year NTMC professional goal In 1 year, I will teach 5 parents 5+ techniques to decrease their stress.	

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 Before assessing babies each shift Make sure I take a moment to just be, Talk & work with infant	**Goal #1** Educate NAS Parent how to do Back Stroke on own
6-month professional NTMC goal Initiat staff education on I love you massage - Help with less glycerin use in NICU - work on approving oil in NICU	**Goal #2** Teach multiple parents How to do I love you massage at Home
1-year NTMC professional goal Continue Developmental Care Committee	

Example SMART Goal: In ____ 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 Implement facilitative tuck swaddling during therapeutic feedings in 100% of sessions within 2 weeks from course.	**Goal #1** include positioning in family education for feeding practices ~~and~~ with displayed understanding in 80% of caregivers.
6-month professional NTMC goal Complete staff training for initiation of oral care protocal on unit with babies less than 32 wks	**Goal #2** within the next 6 months, I will demonstrate the "I love U" stroke with caregivers and have them display understanding with 100% ac
1-year NTMC professional goal Participate in 2 person cares, with one year of NTMC	

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

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How will you implement NTMC principles & practices into your daily care?	Formulate **two** goals to support parent engagement in their infant's care using the knowledge and skills you developed during NTMC.
2-week professional NTMC goal In 2 weeks, I will incorporate Hold, Hug, Roll into my cares.	**Goal #1** I will encourage parents to do more standing transfers.
6-month professional NTMC goal In 6 months, I will encourage others to use Hold, Hug, Roll into their cares + start using Listening Touch Massage in their cares.	**Goal #2** I will encourage parents to use Hold, Hug, Roll to help position their babies.
1-year NTMC professional goal In 1 year, I will be proficient in teaching parents / others Listening Touch massage.	

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

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